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# HUMAN RIGHTS COMMISSION
# OF THE CITY AND COUNTY OF SAN FRANCISCO

## Minutes of Meeting of January 11, 1973

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* NEXT MEETING: January 25, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
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NOTE: See under the Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Louis Heilbron, Rev. Victor L. Medearis, Earl Raab, Louis Simon

Excused: Very Rev. C. Julian Bartlett, Sister Mary Bernadette Giles, Ms. Mattie Jackson, Earl Livermore, Curtis McClain

Staff

Present: William Becker, Director, Ms. Joan Barr, Jack Casford, Ms. Seu Chan, Kenneth Cummins, Ms. Barbara Ezell, Stanley Lim, Shone Martinez, Wayne Redus, Ms. Gail Roberts, Ms. Renee Thompson

Pledge of Allegiance

Minutes of December 14, 1972 approved.

## COMMUNICATIONS

- From U.S. Representatives Phillip Burton, Ronald V. Dellums, and Don Edwards, responding to written HRC concerns over extension of the Emergency Employment Act, statements of support for the HRC position but expressing great uncertainty about the eventual disposition of the issue.

- To Arthur L. Green, Chairman, Connecticut Commission on Human Rights and Opportunities and President of the International Association of Human Relations Agencies, from Director Becker, one of a series of letters addressed to numbers of agencies expressing the HRC's concern over the Executive impoundment of Federal funds for social programs. The letter to Mr. Green urges that IAOHRA mobilize its member agencies into a campaign of opposition to these cutbacks.

- From Alfred Goldberg, Superintendent, Bureau of Building Inspection, asking that the HRC take action to support the Federal FACE (Federally Assisted Code Enforcement) program continuation, which is one of many Federal aid programs that will reportedly be ended or substantially reduced by the Nixon Administration.

- To Commissioner Pier Gherini, Chairman of the State Fair Employment Practice Commission, an inquiry about the status of an affirmative action agreement with Parkmerced (an apartment complex in San Francisco). The HRC met in 1970 with representatives of FEPC to discuss the HRC's request that FEPC engage in concluding affirmative action agreements in housing.

- From David J. Sanchez, Jr., Ph.D., Vice-President, San Francisco Board of Education, acknowledgement of receipt of the HRC's statement of policy on affirmative action.

- To Bernard A. Orsi, General Manager, Personnel, Civil Service Commission, from Commissioner Bartlett, urging that there be an increase rather than, as has been rumored, a decline in training programs aimed at bringing more minority people into the Civil Service system.

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- Special Presentation to Commissioner Joseph Garcia:

Ms. Valerie Edwards and Mr. Michael Shaw of the City-Wide Youth Council formally presented a plaque commending Commissioner Garcia for "his time and energy which he has generously donated" to the activities of the Council. Commissioner Garcia responded with his thanks and his pledge to continue his work with the Youth Council. Commissioner Fine asked that the HRC express also its commendation to the Council for its action.

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COMMITTEES

EMPLOYMENT
The Very Rev. C. Julian Bartlett, Chairman

- Yerba Buena Affirmative Action - Renee Thompson

Ms. Thompson reported in detail on her affirmative action compliance work with architects and engineers under the HRC's minimum guidelines adopted in 1971. Ms. Thompson's work in this area has included the principal architectural firm for the Yerba Buena Center project, McCue Boone Tomsick (MBT). MBT, said Ms. Thompson, has been very cooperative. Total construction costs of the public facilities of the YBC project, which the HRC is mandated to monitor for affirmative action, will be approximately $120 million. MBT contracts will total some $7 million.

The YBC project is an example of close collaboration between HRC, McCue Boone Tomsick (the Yerba Buena Executive Architect), and the Engineering Societies Committee for Manpower Training (ESCMT), a non-profit manpower training agency of the profession. The collaboration is characterized by three elements: (1) development of a viable affirmative action program, (2) implementation, and (3) enforcement.

The HRC affirmative action guidelines regognize ESCMT to be an effective training program agency and require architectural and engineering firms receiving contracts with the City and County of San Francisco to participate in its program.

A recent evaluation of MBT indicates that over a one year-period from November 1971 to November 1972, the percentage of minority employees at MBT rose from 14% to 24%. Since the November, 1972 report, the percentage has increased another 3 percent.

In addition, the firm has embarked actively on a program, which, to date, consists of the following:

I. Training and Educational Programs

1. Traineeship--

As participant of the JOBS program sponsored by the U.S. Department of Labor, MBT recruited a draftsman-trainee who divides his time between formal classroom instruction and on-the-job training at the office.

2. Internship--

As a participant in the Internship Program of Tuskegee Institute, MBT accepts annually a Fourth Year B. Architecture student for a six-month training. The firm pays his full salary and travel cost.

3. Work-study--

This program provides jobs for disadvantaged students of architecture at U.C. - Berkeley on a part-time basis during the academic year and on a full-time basis during the summer.

4. Educational Subsidy--

To encourage minority employees to seek further academic training, the firm grants financial subsidies towards the payment of some of their educational expenses.

II. Scholarship Aid Program

1. Department of Architecture, University of California-Berkeley--

The firm has recently established two scholarships for disadvantaged minority students, one at the graduate level, the other at the undergraduate level. These scholarships amount to $4,200 for 1973.

2. National AIA (American Institute of Architects)--

A grant of $2,000 to aid minority students on a nation-wide basis.

3. East Bay AIA--

A grant of $1,000 has been given in 1973 to the Architecture Foundation of the East Bay Chapter to aid minority students in a community college or training center.

4. ESCMT--

This is a local non-profit organization which MBT supports strongly. A grant of $1,800 has been given in 1973 to ESCMT to assist minority graduate trainees in a community or state college in the San Francisco Bay Area.

5. Tuskegee Institute--

A grant has been established to subsidize travel expenses incurred by interns, when these expenses are not reimbursable by the sponsoring firms. The grant for 1973 is $1,000.

In addition to the above, MBT also plans to establish more structured in-house training programs, such as field trips, seminars, etc. to further enhance and reinforce classroom instructions received elsewhere.

In work with MBT regarding their consultants (sub-contractors), the compliance requirement of affirmative action, to the extent that it is applicable, was incorporated as part of each of these contractual agreements. MBT's view is that they are not legally required to enforce, seek, or monitor affirmative action programs of their consultants--a role they believe to be properly lodged with the HRC.

To date the major consultants have complied by participating in the ESCMT program. The one exception related to the group of consultants with offices and personnel located outside of the San Francisco area, who are not in compliance. It was pointed out by the director that these consultants are [illegible] compliance requirement of San Francisco.

ESCMT

To exert major impact on the design profession as a whole, the problem of broader program development and implementation must be solved. Because architectural and engineering firms are modest in size, and therefore limited in their resources, they must seek outside expertise in establishing a workable program for each individual firm. Since 1968, ESCMT has been meeting this acute need by offering an on-the-job training program for para-professionals, with remarkable results. ESCMT has earned the respect and strong sponsorship of the design professional societies of the San Francisco Bay Area, and its traineeship program has become a model for many in other parts of the United States.

Having achieved considerable success with its para-professional programs, ESCMT plants to go into two new areas:

1. Professional Education Program

2. Affirmative Action Information Service.

Both are essential to further improve minority employment. The professional education or college program is to encourage promising graduate trainees and other disadvantaged students to become professional architects and engineers. The Affirmative Action Information Service is to offer ESCMT's expertise to the enforement agency such as the Human Rights Commission, as well as to the private firms receiving contracts from the City, to provide alternate ways tor firms to take affirmative action, which would satisfy the compliance requirements.

Relationships between MBT and other firms or individual consultants are:

Prime Consultants:

1. Tange & Urtec - Japanese Nationals - Waiver Requested.

2. J.A. Blume & Associates - Participant of ESCMT.

3. Gayner Engineers - Participant of ESCMT.

4. Lawrence Halprin & Associates

5. Mario J. Ciampi & Associates -(No affirmative action taken, but HRC has been informed by their office that the whole issue of compliance is undergoing active review at the present time.)

Special Consultants:

1. Bolt Beranek Newman - Pending formal signing of contract which has incorporated the affirmative action requirement.

2. De Leuw, Cather & Co. - Pending formal signing of contract which has incorporated the affirmative action requirement.

3. P.L. Schiedermayer - One-man office.

4. E.H. Hesselberg - One-man office.

5. Allied Maintenance

6. Service Corporation - No service rendered to date.

Based Outside of San Francisco:

1. John McGillis - Individual consultant based in Philadelphia

2. John Cemak - Individual consultant based in Colorado

3. State University of Colorado - Fort Collins, Colorado

4. James Appel - Individual consultant in Los Angeles

5. Fred Schmid and Associates - Consultant firm based in Los Angeles

6. John Truin - Individual consultant based in New York.

7. Rolf Jensin & Asoociates - Consultant firm based in Chicago

8. John Follis & Associates - Consultant firm based in Los Angeles.

Consultants Not Under Contract to MBT:

1. T.Y. Lin, Kulka, Yang & Associates

2. Professor Touhoi - Consultant to Tange & Urtec, based in Japan

3. Mr. Inizuka - Subcontractor to Lawrence Halprin & Associates.

4. Cosentini & Associates - Subcontractor to Gayner Engineers.

Ms. Thompson referred to charts provided the Commissioners showing breakdowns by number and percentage of minorities on the workforces of McCue Boone Tomsick, John A. Blume & Associates, Gayner Engineers, and Lawrence Halprin and Associates, with minority percentages of 24%, 22%, 35%, and 24% respectively.

A number of questions were directed to Ms. Rosalyn Koo, Comptroller of McCue Boone Tomsick. She was asked how much of the estimated total $7 million contract to McCue Boone Tomsick is to go to subcontractors in compliance with the Nondiscrimination Ordinance and are local, compared with the amount for contracts with firms located outside the city. Ms. Koo said she did not have these figures. A major portion, however, will go to the prime consultants (Tange and Urtec, J.S. Blume & Associates, Gayner Engineers, Lawrence Halprin & Associates, and Mario J. Ciampi & Associates). Eight consultants, called "Special Consultants" by Ms. Koo, are listed as being based outside of San Francisco, and Ms. Koo was asked specifically to provide figures showing what the dollar amount of their contracts through MBT would be and she agreed.

Ms. Koo reported that as of November 1, 1971, MBT had 5 minorities on a staff of 35. One year later, November 1, 1972, it had 13 minorities on a staff of 54. She said the firm expanded its staff "conservatively" in view of litigation problems delaying the YBC project, and because it was loath to hire and then have to lay off. She characterized the MBT firm's philosophy as a commitment in two directions: expansion of its minority staff and improvement of its affirmative action plan. The firm wants to encourage minorities to follow full professional careers in architecture and engineering, and is working in this area on a long-range basis through such means as internships for Tuskegee Institute students. MBT is also contacting the Department of Architecture of the University of California at Berkeley to set up a similar internship program, providing office experience for students. It was explained that minority recruitment for positions at MBT and other architectural firms is through the Bay Area Urban League and other agencies.

POLICE LIAISON:
Rev. Victor Medearis, Acting Chairman

- San Francisco City and County Jail Merger

*****At this point in the meeting, there was no quorum. Therefore, no action could be taken on a proposed resolution being introduced by the Committee. The resolution was read by Commissioner Medearis.

Shone Martinez of the HRC staff introduced Charles Breyer, Assistant District Attorney of San Francisco, representing the Penal Reform Committee of the San Francisco Bar Association. This Committee had made a survey of the County Jail to determine if Constitutional requirements and standards [illegible] facilities, for handling, housing and feeding persons incarcerated there.. County Jail inhabitants are persons being held for court appearances. They have not yet been convicted of any offense, are awaiting trial, and are presumed to be innocent.

The Committee used as a guideline the opinion of a District Court Judge, who found, in a investigation of facitities at the Santa Rita Detention Center in Alameda County, that they were woefully inadequate and actually constituted punishing people arrested, but not convicted, for a crime. The Committee found that overcrowding was so serious that persons in the San Francisco County Jail frequently had to sleep on the floor. However, the City Prison, one floor below, often had empty beds. In November, 1972, the Committee made a number of recommendations (despite obstacles which Mr. Breyer characterized as ones of personalities, of jurisdictions, and of political considerations). The recommendations basically were:

1. Transfer of County prisoners to the City facility when there was overcrowding and the former facility had no beds. There has been no response so far to this recommendation.

2. Consolidation of the City and County Jail facilities

3. Establishment of a psychiatric ward at San Francisco General Hospital for observations and treatment of prisoners needing this care.

The consolidation request presently is a part of the Sheriff's Department budget proposal before the Board of Supervisors.

- It was determined, after checking the HRC Rules and Regulations, that there was a quorum, based on the requirement that it be a majority of the members of the HRC serving. There currently are two vacancies on the HRC. Thus the seven Commissioners present could constitute a quorum based on a serving membership of 13.

Since the resolution proposed by the HRC's Police Liaison Committee concentrated on the visitation policies of the City and County facilities, (since it was on the basis of citizen complaints about them that it had undertaken this concern),

It was

*****m/s/c that the HRC approve in principle the concern over visitation policies, and consider a resolution at its next regular meeting, January 25, encompassing overcrowding and other inadequacies as outlined by Mr. Breyer.

EMPLOYMENT

- HRC's Yerba Buena Affirmative Action Requirements - Director Becker

The HRC, on September 28, 1972, adopted a Resolution on Affirmative Action Employment in Yerba Buena Center. It called on the staff to implement affirmative action on the four different kinds of contracts in the Center (architects and engineers, construction, long-term permanent jobs, and service vendor jobs). Ms. Thompson reported on the architects and engineers earlier in this meeting. Staff was asked also to develop an affirmative action plan for construction if there were no City-wide negotiated plan.

There is no City-wide negotiated plan for several reasons, including:

1. Resistance by some communities which now have a residency requirement, such as in the Western Addition, to giving this up in favor of an approach to affirmative action based on race City-wide and, concurrently,

2. Resistance by the unions and contractors' associations to negotiating for City-wide standards, based on race, while there are also residency preferences in some neighborhoods.

3. The Federal government's San Francisco Plan, announced in 1971 for five crafts, in what are called ranges for progress each year, was not self-implementing or self-enforcing, said Mr. Becker. Some unions said if that is what the government wants, why negotiate.

Therefore the HRC has put together a joint effort with the Redevelopment Agency. Under the current responsibility in affirmative action, those parts of the YBC construction financed by City moneys, i.e. through bonds or from hotel tax funds, will be monitored by the HRC; those parts of the project that will be constructed through private money by developers on land acquired through the Federal land acquisition process, shall be monitored by the Redevelopment Agency.

With the goal of developing one over-all plan for application to the YBC project in construction, the HRC staff, including Stanley Lim, Wayne Redus, Director Becker, and others, has attempted to work one out with the Redevelopment Agency.

It had been hoped that the HRC could discuss this plan at a public meeting as a public hearing to have input from all parties to the YBC project. The Redevelopment Agency, however, has been pressing for early formalization of the plan. The City hopes to go to bid on the project at the end of January. This had made it necessary for the HRC to rush its schedule. The HRC has not wanted to be in any way responsible for delaying YBC.

The Nondiscrimination Ordinance does not place on the Commission the responsibility for determining the affirmative action requirements; this is staff responsibility, but makes the Commission an appeals board to which respondents can come if they are dissatisfied with staff's enforcement.

The basic elements of the affirmative action plans are:

1. Including under it all the laws and regulations--City, State, Federal--and court orders that apply. This includes the Federal San Francisco Plan, the City Nondiscrimination Ordinance, the California Labor Code 1777.5 and Federal 29CFR30, the California Plan of the Division of Apprenticeship Standards, and court orders affecting operating engineers and ironworkers--every law which now exists.

2. A goal for apprentices is 50% minority by craft. Stanley Lim's reports over the past 18 months to the HRC have established that on the contracts he has monitored in the City this goal has been reached.

3. Designation of the City Economic Opportunity Council and the Apprenticeship Opportunity Foundation as the City-wide community-based organizations with key roles. The former would work in recruiting, and the later work out evaluation and placement procedures. The EOC is anxious to have this outreach role, and the AOF already has a machinery for developing with contractors and building trades unions a sound evaluation procedure.

4. A requirement that at least 1 apprentice for every 5 journeymen be hired, as required by State law.

5. That 5 to 15% of the total dollar value of the contract be to minority contractors. This is a modest goal, because of the nature of the kinds of work to be done at this stage of construction.

There has not yet been worked out how reporting by the contractors and subcontractors will be required. This is reporting on their minority workforces and their projections of their workforces. The U.S. Department of Housing and Urban Development currently is studying this aspect and may wish to impose additional requirements.

This adds up, said Mr. Becker, to an effective affirmative action program in construction. Any plan such as this is constantly evolving as experience develops in implementation, and this one can be improved as more is learned.

Mr. Becker announced the HRC's Affirmative Action Newsletter, just published for the first time, the idea of Stanley Lim. This publication, planned as a quarterly, is for the purpose of informing the community about local affirmative action activities. Ms. Barbara Ezell, a member of the HRC's clerical staff, was responsible for editing and producing this newsletter. Ms. Ezell was introduced and asked the Commissioners for their suggestions and contributions to the newsletter.

There being no quorum present, the Commissioners agreed to

*****express their unanimous approval of the principles presented in the YBC Affirmative Action Requirements plan.

YOUTH AND EDUCATION
Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Reaffirmation of Position on Zone Councils

  This report was postponed to the meeting of January 25, A proposed Policy Statement was included in the Commissioner's packets.

- Racial/Ethnic Identification of Elementary School Pupils

  Pertinent points of a staff report on this agenda item were discussed briefly. Copies of this report were in the meeting packets.

- Media Program

  Announcement was made of the names of the youth members of the advisory committee to the Media Program as required by the Department of Health, Education,aand Welfare. The committee is made up one-half of adults and one-half of youths. The youths, three each from the Negro, Caucasian, Spanish-surname, and Oriental communities are: Nick Plezbert, Jeff Schoenfeld, Eva Fava, Valerie Edwards, David Brown, Mark White, Nancy Kerita, Norman Toy, Cesar Cinco, Ron Salmaron, Bryan Romero, and Edward Huertas, A legal notice was placed in local newspapers announcing these names. These students are from San Francisco junior and senior high schools.

NOMINATING
Sister Bernadette Giles, Chairman

- This report was postponed to January 25 since Sister Bernadette was absent because of illness.

PLANNING AND PROGRAM
Earl Raab, Chairman

- A recent staff meeting brought out the need to have research on the affirmative action programs that have worked in specific kinds of industries, as an important tool and guideline for the HRC's affirmative action work. This evidence has not been gathered to date. The Committee proposes to make a grant request to the San Francisco Foundation for this project. In view of the need to meet a deadline of the Foundation for funding requests, it was

*****the agreement among those Commissioners present that they approved that this contact with the Foundation be opened. The Planning and Program was unanimous in its support of this project, and it was further agreed that the the full HRC would take formal approval action when details of a grant request had been drawn up.

Commissioner Fine suggested that the San Francisco Consortium also be contacted.

DIRECTOR'S REPORT

- Approval of the HRC Budget Request

  The Mayor's Office has informed the HRC that the Charter requires that boards or commissions adopt their budgets at a public meeting. The budget requests are due to the City Comptroller's Office January 22. The next regular meeting of the HRC is January 25.

*****A public meeting was scheduled at the Department of Public Health, 101 Grove Street, Room 300, from 4 to 6 p.m. on Thursday, January 18.

NO NEW BUSINESS

CALENDAR MATTERS

- The next regular meeting of the HRC will be January 25, 9:30 a.m., on the Third Floor of the Main Library.

Youth and Education

Next Meeting: Wednesday, January 17, 3:30 p.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

Employment

Next Meeting: Thursday, January 18, 9:30 a.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

Police Liaison

Next Meeting: Monday, January 29, 4:30 p.m.
Human Rights Commission Office, Room 509
1095 Market Street

Housing and Urban Development

Next Meeting: Thursday, January 18, 12:30 p.m.
Human Rights Comission Office, Room 509
1095 Market Street

Native American Advisory

Next Meeting: Wednesday, February 7, 4:30 p.m.
Human Rights Commission Office, Room 509
1095 Market Street

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:be

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Minutes of meeting of

*HUMAN RIGHTS COMMISSION*
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*CITY & COUNTY OF SAN FRANCISCO*

*SPECIAL PUBLIC MEETING ON HRC BUDGET REQUEST FOR 1973 - 1974*

*JANUARY 18, 1973*
*4 P.M.*
*DEPARTMENT OF PUBLIC HEALTH*
*ROOM 300, 101 GROVE STREET*

.....

*ROLL CALL*

Commissioners

Present: Leonard Kingsley (presiding), Rabbi Alvin Fine, Joseph Garcia, Sister Mary Bernadette Giles, Curtis McClain, Rev. Victor L. Medearis, Earl Raab

Excused: Very Rev. C. Julian Bartlett, Rev. George Bedford, Louis Heilbron, Mattie Jackson, Earl Livermore, Louis Simon

- *Chairman Kingsley expressed, on behalf of the full Commission, its deep concern over the physical attack on a member of Commissioner Medearis' family (his mother-in-law) in his home during the HRC's regular meeting January 11, 1973.*

*CORRESPONDENCE*

- From Department Store Employees Union, Local 1100, Walter L. Johnson, Secretary-Treasurer, support, by action of the Executive Board January 16th, for the HRC and deploring the Grand Jury recommendation to restrict funding and activities "of this valuable body."

  From Lucille Abrahamson, Commissioner, San Francisco Board of Education, a copy of a letter to Mayor Alioto, expressing her endorsement of the work the HRC has been doing to aid the public schools of San Francisco, and characterizing it as "one of the most supportive agencies in the City and a forerunner of the kind of cooperation you and I have discussed to ensure the success of San Francisco schools."

- From Dr. Lee Dolson, Commissioner, San Francisco Board of Education, a copy of his letter to Mayor Alioto headed In support of the HRC's budget request. "HRC works closely and cooperatively with the schools...to ease tensions...It is not duplicative of the efforts of the District or of other agencies; HRC performs a vital service and must be expanded."

- At this point correspondence was read in full by representatives of the following agencies: the San Francisco Black Caucus, the San Francisco Conference on Religion, Race and Social Concerns.

- For the San Francisco Black Caucus, Fred Reading and Helynn Clemons alternated in reading the text of a statement released January 15, 1973 reading in part, "We urge increasing the HRC Unit, not cutting back as implied by the Grand Jury."

- For the San Francisco Conference on Religion, Race and Social Concerns, the Rev. Andrew Juvinall, Pastor of Hamilton Methodist Church, reading from the letters sent January 16th to Mayor Alioto and the Chairman of the Board of Supervisors, Ronald Pelosi, stating, in part, that the Conference "cannot concur with the Grand Jury (Committee's) allegations regarding the function and value of the HRC" and that "the HRC serves as the City's eyes and ears to make certain that minority rights are protected and advanced."

- Speaking as an individual, Edgar D. Osgood, who served as the HRC's first chairman, 1964-1968, read in full a letter he addressed to the Hon. William E. Goetze, Chairman, San Francisco Grand Jury, with copies of Mayor Alioto and Chairman Kingsley, which closes, "But, the real problem is not duplication. Indeed the problem is that the Human Rights Commission is not equipped to do more of what it is doing--and what it is doing uniquely: hard, daily work in the San Francisco community, work toward progress and peace." Mr. Osgood commented that he was proud to have sent this letter, and that the HRC had made a tremendous impact in San Francisco and would continue to do so.

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Director Becker then gave his formal report on the HRC's 1973-1974 Budget Request, for consideration by the Commissioners and eventual transmission to the Board of Supervisors. The text of this report, both narrative and statistical, is attached to these Minutes.

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Mr. Becker commented that "Our basic position is that not one of the positions mentioned (in this budget request) duplicates what other agencies are doing. In fact you will note that in a number of cases in which a misinformed Grand Jury (Committee) said we were duplicating--those agencies fund us to do things which they cannot do themselves. Two cases with the Department of Health, Education, and Welfare, in one case with the U.S. Department of Labor, in one case with the Equal Employment Opportunity Commission, and one case with the State Department of Human Resources. The whole concept of duplication is a kind of myth which has somehow survived facts, and somehow has been able to perpetuate a specific kind of misinformation on the public of San Francisco."

Mr. Becker stated further that with two-thirds of the present HRC staff composed of non-permanent employees, provided through grants from public agencies or private foundations, the request for making these positions permanent was in order to provide himself and the members of the Commission a permanent staff for the implementation of its work. Under the present setup, the HRC eventually loses non-permanent workers who receive offers of permanent positions.

- Chairman Kingsley at this point introduced the members of the HRC present to the audience of approximately 250 persons.

Commissioner Raab commented that he saw no way of reducing the budget request (as outlined by Director Becker) without reducing the HRC's ability to open up employment opportunities primarily.

Chairman Kingsley stressed that the HRC budget request includes six positions not now funded from any source: for a deputy director, a coordinator of the Yerba Buena affirmative action work, a representative to work on the problem of jobs for ex-prisoners, two representatives to make possible total enforcement of the Nondiscrimination Ordinance, and one clerk typist to support the foregoing. He pointed out in each case the necessity for the position's work, and also expressed the conviction of staff and Commission that the request to make new temporary jobs permanent is because of the critical need for their services on-going.

Commissioner McClain characterized the budget request as a fairly modest one, and urged that it be adopted and submitted in full as outlined by the Director. He took issue, he said, with the Grand Jury Committee's allegation of duplication by the HRC of other agencies' work. He supported in particular inclusion of the position designed to help ex-prisoners find jobs. He asked if the Grand Jury were truly concerned with the welfare of the City. He reminded the HRC of an attempt during 1972 by certain members of the Board of Supervisors to curtail some of the HRC functions, and he urged that the HRC not "let up and permit this to happen." The HRC, he said, has a record, not of duplication,

but of serving the people in the communities of the City, and working with their representatives in housing, in easing police tensions, helping to get jobs, and fighting discrimination. He said he felt that the HRC should not be in the position of defending its budget request, since the funds and the positions sought were simply asked to fulfill the work and goals of the HRC.

****Commissioner Raab asked that the budget item requesting one Representative "to work on the problem of jobs for ex-prisoners to reduce the recidivism which results from lack of jobs" be footnoted to point out that the HRC has no evidence that this work is currently being done by any other agency in the City. This was later modified to request that discussion on this item serve as background should it be questioned in the future.

Commissioner Medearis commented that he considered the Grand Jury Committee report an attack specifically on minorities and females. He said the HRC should grow, its budget should grow, it should continue to act in the national interest when it helps meet unrest on the local area. He said he felt that the HRC is the only agency in the City that can really speak out for the people.

- At this point Chairman Kingsley read a telegram signed by Orville Luster, Executive Director, Youth for Service, stating in part, "The HRC is perhaps the last City agency that warrants the attack mounted by the Grand Jury.....In an era in which government has become increasingly dehumanized, the HRC stands out as the City's chief claim to a heart and a conscience."

- Also introduced into the record was a copy of a letter sent to William Goetze,Chairman of the Grand Jury, the Office of the Mayor, The Chronicle and The Examiner, from the San Francisco Chapter of the American Jewish Committee, urging, on behalf of the officers of the Chapter, that the HRC proposed 1973-1974 budget be supported fully and stating, in part, "Despite the activities of other organizations with community relations programs, the Human Rights Commission provides specialized services in this community, not obtainable from any other agency."

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Persons who wished to speak to the HRC were asked to sign up and were limited to two minutes. In these Minutes they are identified by name and organization, where possible, and pertinent portions of their statements are in some cases added. A separate verbatim account of these statements has been prepared by the HRC.

All of the following presented statements urging full support of the HRC and its budget request.

1. Ana Marie Zabala, Advocates for Women,

   "We recognize that it is important for your work to continue at least on the present scale. To decrease staffing now would not only cut back on all efforts to fulfill the promise of full equal opportunity...it would also suggest that the local community is not fully committed to this goal."

2. Cathleen Connelly, Insurance Workers for Equal Rights.

3. Rokki Filicita, National Organization of Women.

4. Bernice Nicholson, Chairman, Education Committee, National Association for the Advancement of Colored People.

5. Manuel Larez, League of Latin American Citizens.

6. Alice Barkley, Chinese for Affirmative Action.

- Expanding on Ms. Barkley's expression of concern about cutbacks in Federal social programs as being reflected in such recommendations as those stated by the Grand Jury Committee were both Chairman Kingsley

and Commissioner Raab. The latter stated that this Committee report might well be setting a pattern that other sections of the official community might try to follow. What the HRC is saying now, he stated, is that, given the long-range expectation of Federal program cutbacks, it is asking that the City of San Francisco pick up this support, because the City cannot do without the human development functions that have been going on with Federal aid, aid that now is drying up. He called on other agencies in their own jurisdictions to attempt to say the same thing.

7. Quailand Tom, member of the Board of Directors, Chinese American Democratic Club, Inc., and representing also the Greater Chinatown Community Services Agency.

"The HRC is one of the most effective and influential Commissions.. has taken the leadership in civil rights in minority employment, housing discrimination and other areas related to the minority rights. We only hope that other departments will follow suit to have bilingual staff (as the HRC does)."

He stated that the recent Federal grant of a site-survey grant of $1,200,000 for a low and moderate income housing development for Chinatown was the direct result of the HRC's involvement.

8. John Deckenback, staff member, United Church of Christ of Northern California, and member, Joint Strategy and Action Commission, Northern California Ecumenical Council.

"I think it behooves the religious community to come to bat for the HRC...and its work ought to be supported, continued, and expanded."

He read a statement from the JSAC, and a letter from the chairman of the NCEC.

"The HRC is an advocate for the City to insure that all rights of all people in many different agencies and offices are safeguarded and advanced. Its work cannot be duplicated in any way."

9. Manuel Chaffo, Mexican-American Legal Defense and Education Fund.

Mr. Chaffo's statement, delivered in Spanish, was translated by Mr. Larez. He spoke, he said, as an individual. "The Grand Jury did not and cannot interpret the feelings and the problems of the Spanish-speaking people (of the City)."

10. Leland Meyerzove, Chairman, District No. 5 (North and South of Market, Potrero Hill) Economic Opportunity Council.

"The questionnaire (of the Grand Jury Committee) is the most ridiculous statement ever made. It is necessary that...portions of your budget....be fulfilled as soon as possible because some of the staff we have now, we are losing."

11. Marie L. Flamme, National Organization of Women, and as an individual.

12. Alan Herrick, Deputy Director, Youth for Service.

13. Revels H. Cayton, former Deputy Director, Office of Social Programs, Mayor's Office.

- Chairman Kingsley noted that in the past years, there have been several outstanding reports from Grand Juries on the HRC.

Mr. Cayton addressed himself to the request in the HRC budget for a deputy director, to permit the Director, Mr. Becker, to involve himself conduct more negotiations in the labor-management area. Mr. Cayton praised the abilities of Mr. Becker in this field highly, saying it would take two men to replace him, and called him the "City's foremost figure in affirmative action in all aspects." He recalled the public demand for creation of the HRC, expressed in a public

demonstration at the time of the bombings in Mississippi of a Black church. He said the City was going to need the HRC in 1973, and after, more than it ever needed it in the past.

- Dave Jenkins, representing the Legislative Committee of the International Longshoremen and Warehousemen's Union, and consultant on labor and community affairs for the San Francisco Redevelopment Agency.

Mr. Jenkins reviewed his experience in cooperation with Director Becker in the work of minority job opportunity in the City (Western Addition, Hunters Point, etc.) He cited HRC's guidance and aid in many areas of minority job opportunities such as its influence on improving representation in Fisherman's Wharf restaurants. It has been the HRC, he said, that fought for change and for policy. Reference was made to the relatively low wage level of the Director to other City department and commission heads. Embodied in the very practical struggle waged by the HRC, which has meant good jobs, decent wages, and decent housing for many working people in the City, he said, is the work of its Director and staff. As a part of the White community, Mr. Jenkins said, he called for an HRC that is vital, virile, and vigorous.

14. Frank Quinn, Regional Director, Equal Employment Opportunity Commission. Mr. Quinn was the first Director of the HRC, 1964 to 1967.

Mr. Quinn stated, "I am here to disavow any relationship EEOC might have with this report (the Grand Jury Committee), since it is said that we answered the questions. I have no records of my staff having received this questionnaire or answered it. But had we answered it, we certainly could not have agreed, based on our experience with the HRC, that there is duplication. This Commission was set up to move into situations where other agencies were not doing a full job." Mr. Quinn offered to testify before the Board of Supervisors or any other group that the HRC is not duplicating the work of the EEOC.

15. Acklin Thibeaux, Director, Apprenticeship Opportunity Foundation.

16. Yori Wada, Chairman, Task Force on Increasing Minority Participation in Civil Service, and as a member of the Japanese-American community.

Mr. Wada said the HRC proposed budget was a "very minimal kind of a budget" and urged that the HRC disregard the report of the Grand Jury Committee.

17. Ted Frazier, Community Streetwork Center

18. David Labrador, Director Filipino Action Coalition Bayanihan.

"Of all the public agencies here in the City, only the HRC has shown any interest in helping our youth. Regarding summer jobs, there's been only one agency shooting square with us and helping us, and that's the HRC. Of all the agencies, there's only one that doesn't give you (youth) the runaround, if you want information; there's only one that doesn't try to shove you out the door and get rid of you, and that's the HRC."

19. James Jackson, Community Street Worker.

"The HRC gives the Establishment (City Hall, government) the heart, the hand to reach out into the community. That's the one main reason that it's needed. If you cut off that one hand reaching into the community the Establishment and City Hall will find itself still pitted against the body of the people and the minority community."

20. Ms. Pat Langdale, Parent-Teachers Association of San Francisco.

- Chairman Kingsley stated that in stepping down after a two-year term as chairman that he couldn't have asked for a more memorable meeting, with so many people who understand what the HRC is trying to do.

- Commissioner Fine, stating that he had come to this meeting tired, ill, and late, said that after these statements he felt like going to work. He observed also that in a way that no other agency of City government can claim, this Commission belongs to the people of San Francisco.

It was

****m/s/c/ that the HRC adopt the proposed HRC budget request for 1973-1974.

*ADJOURNMENT*

*Respectfully submitted,*

*William Becker*
*via Jack Casford*

*WB:JC:pa*

*Attachment:*

*HRC 1973-1974 BUDGET REQUEST*

HRC 1973-1974 BUDGET REQUEST
**********

As the Commissioners know, when the Human Rights Commission was first set up there was no precedent on which to base its pattern. In 1965-1966, the pattern of eight professional and six clerical positions was established.

Subsequently in 1966, the Nondiscrimination Ordinance, 12B, was enacted in an atmosphere of great controversy. No staff for its enforcement was provided.

In December 1968, after over a year of negotiations, this ordinance was amended, and the controversies with labor were resolved. Part of this was a still further expansion of the responsibilities of the Commission. But, again, no staff was provided by the City.

In 1972, this same ordinance was again amended, to add sex and sexual orientation to the grounds for which discrimination is prohibited by City contractors, thus expanding the responsibilities of the Human Rights Commission. No staff has yet been provided for this.

Because we take our law enforcement responsibilities so seriously, we did not just back away and say, "Nothing can be done."

We took two staff people from other work and put them into contract compliance. Then, we received a grant from the Federal Equal Employment Opportunity Commission which provides another professional and a clerical worker to begin work in the area of suppliers of goods and services. We were still only scratching the surface.

Then, a year and a half ago, the Mayor's Office assigned three Emergency Employment Act-funded Affirmative Action Officer slots to us. As a result, we have begun to monitor the affirmative action commitments of banks; insurance brokers; more construction contracts; architects and engineers; and some 40 general suppliers. Whether we can continue to do this depends on whether these EEA-funded slots are funded from some source after August 1973, and whether EEOC is able and willing to continue to allocate money to us each year. These should be regular, permanent Civil Service positions.

<u>What we are dealing with here is a decision as to what laws will be enforced and which will be ignored</u>.

Another important area of staffing is the 7 Civil Service Recruiters assigned to us by the Mayor's Office on EEA funding to recruit minority people for City Civil Service openings. The need here is to get more people from the various minority ethnic communities to apply for Civil Service jobs -- to go through the selection process. These people have had some success and have developed some expertise.

However, in some of the minority communities with historically low minority particpators, it will take years to develop a more normal and spontaneous flow of applicants. The road blocks in the past have been too great. The lack of information on openings has been a gross lack, which now requires a great effort to overcome. We are not yet at the point where this function can be dropped.

The other general area of job slots which have been funded by the EEA is that of technical assistance to non-government community organizations,especially in the area of housing. Groups in Chinatown, for example, successfully won initial funding for the Stockton-Sacramento site -- and a united community -- with such HRC staff support. One Community Liaison Worker has spent his full time working with the various groups at Hunters Point where our Dept. of Labor-funded outteach program feeds people into construction jobs. Other parts of the City which have received assistance have been: the Japanese community, the Excelsior District, and neighborhood alternatives to institutional treatment of juvenile offenders.

In some respects, this work to assist community groups to participate more fully and more effectively in the process of government is one of our most important functions -- second only to the area of affirmative action in employment.

| | | |
|---|---|---|
| 1972-73 BUDGET: | $258,696 | |
| REQUESTED 1973-74: | $542,737 | +$284,041 |

| DETAIL: | | 1972-73 | 1973-74 | |
|---|---|---|---|---|
| PERMANENT SALARIES | 14 positions | $182,553 | | |
| " " | 38 positions (+24) | | $408,894 | +$226,341 |
| OVERTIME | | 500 | 750 | + 250 |
| COMMISSIONERS' FEES | | 4,500 | 5,000 | + 500 |
| CONTRACTUAL SERVICES (Local Fares, Travel, Maintenance and Repair of Office Equipment, Postage, Reproduction Services, Printing, Subscriptions, Postage, Rental of Office Machines, Messenger Service) | | 13,910 | 22,735 | + 8,825 |
| USE OF EMPLOYEES CARS | | 800 | 1,200 | + 400 |
| STATIONERY AND SUPPLIES | | 5,125 | 6,575 | + 1,450 |
| OFFICE EQUIPMENT | | 106 | | |
| (4 Steno Chairs) | | | 169 | |
| (1 Calculating Machine) | | | 233 | |
| (Dictating Equipment) | | | 1,013 | |
| (6 File Cabinets) | | | 570 | |
| (1 Mailing Machine) | | | 849 | + 2,728 |
| RENT | | 17,006 | 20,381 | + 3,375 |
| MANDATORY FRINGE BENEFITS* (Matching Share to Retirement System and Social Security) | | 27,648 | 67,200 | + 39,552 |
| EDP SERVICES* | | 6,548 | 7,168 | + 620 |

* Costs over which we have no control

The staff requests are to make permanent the positions now funded by the Emergency Employment Act (with six exceptions). These additional EEA-funded positions requested are:

3 Representatives
(called Affirmative Action Officers under the EEA program) to continue the minimal enforcement of the Nondiscrimination Ordinance dealing with City contractors.

1 Account Clerk
to assist in preparing the paper work for staff which includes 25 part-time Health Aides.

7 Community Liaison Workers
to recruit from the minority ethnic communities for Civil Service employment. Representing the Japanese; Chinese; Black; Spanish-origin; American Indian; and Filipino communities. They have recruited 234 people for Emergency Employment Act positions, 99 for limited tenure positions; and 111 to take examinations for permanent Civil Service jobs

1 Community Liaison Worker
2 Housing Liaison Workers
1 Youth Organization Representative
to work with community organizations on problems in the areas of housing, unemployment, and community organization. Currently concentrating in Chinatown; the Japanese area; Excelsior District; Hunters Point; and the Native American community.

3 Clerk Typists
to provide clerical support for above.

In addition, we are requesting the following positions not now funded from any source:

1 Deputy Director
to strengthen the supervising capacity of the agency and to make it possible for the Director to conduct more negotiations in the labor-management area.

1 Coordinator
to implement and enforce the affirmative action programs developed in connection with the Yerba Buena Center for long-term jobs as well as construction.

1 Representative
to work on the problem of jobs for ex-prisoners to reduce the recidivism which results from lack of jobs.

2 Representatives
to make possible the total enforcement of the Nondiscrimination Ordinance which was amended in April 1972 to also include sex and sexual orientation.

1 Clerk Typist
to provide clerical support for above.

Jobs now in the Human Rights Commission, not funded by the City or EEA and not included in this budget request are:

A. Funded for the Youth Council by the Dept. of Health, Education and Welfare:

2 full-time positions, 5 part-time and 25 hourly Health Aides

B Jobs for Spanish-Origin Persons in Civil Services, funded by the Dept. of Labor:

3 full-time positions

C. Media Program for School Information, funded by the Dept. of Health, Education and Welfare:

2 full-time positions, plus occasionally 2 student internes

D. 1 full-time position, Employment Aide, from State Dept. of Human Resources Development

E. 1 Representative and 1 clerical position to enforce affirmative action with some City suppliers -- funded by Equal Employment Opportunity Commission

<u>It should be noted that of the 46 positions currently at the Human Rights Commission, only 14 (approximately 33-1/3%) are provided by City funds</u>.

Our basic position is that if these positions are funded through revenue sharing or through an extension of the Emergency Employment Act by Congress, we can continue to operate the programs now under way and to more properly enforce the Nondiscrimination Ordinance. It would be much sounder, of course, if the positions were permanent jobs so that long-term planning would become possible, especially in the case of enforcing the requirement of affirmative action with City contracts.

WB:afs 1/17/73

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of February 8, 1973

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*   NEXT MEETING:   February 22, 1973 *
*                   Thursday          *
*   Commission Room, Third Floor      *
*   Main Library, Civic Center        *
*              9:30 A.M.              *
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NOTE: See under the Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

DOCUMENTS
FEB 3, 1973
PUBLIC LIBRARY

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian Bartlett, Rev. George Bedford, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Louis Heilbron, Ms. Mattie Jackson, Earl Livermore, Rev. Victor L. Medearis, Earl Raab, Louis Simon

Excused: Joseph Garcia, Curtis McClain

Staff

Present: William Becker, Director, Francisco Aviles, Ms. Joan Barr, Jack Casford, Kenneth Cummins, Mario Evangelista, Ms. Rosina Lettre, Stanley Lim, Shone Martinez, Wayne Redus, Ms. Gail Roberts, Ms. Renee Thompson, Ms. Edith Witt

Pledge of Allegiance

Minutes of January 11, 1973 approved.

There was no meeting January 25, which was a National Day of Mourning declared on the death of former President Lyndon Johnson, and all government offices were closed.

Minutes of Special Public Budget Hearing January 18, 1973 approved.

COMMUNICATIONS

- Director Becker read excerpts from and/or cited receipt of letters of support for the HRC in light of a recent Grand Jury report on its work and on its City budget request for fiscal 1973. The letters, most of them addressed to Mayor Alioto, some with copies to the press, were from:

Barney Apfel, Secretary Treasurer, Business Manager, Teamsters, Local 960. Mr. Apfel was a member of the HRC for six years.

> "If the San Francisco Chronicle report regarding the workings of the HRC (the story in the January 15, 1973 edition)...is accurate then the people of this great city should seriously consider doing away with the present method of selecting a grand jury."

Supervisor Dianne Feinstein:

> "The Grand Jury...makes no findings of the fact that in a City which is now 42.8% non-white, the poor and the unsophisticated are increasingly turning to the HRC for help when overwhelmed by the bureaucracies of many of the larger agencies who often provide a brochure and little else."

Assemblyman Willie L. Brown, Jr.

Eugene Block, Executive Director, Council for Civic Unity

The UJIMA Council

A.C. Ubalde, Jr., Associate Pastor, Temple United Methodist Church

Sam Yuen, Director, Self-Help for the Elderly

Lee S. Dolson, Ph.D., Commissioner, Board of Education, San Francisco Unified School District

Germaine Q. Wong, Executive Secretary, Chinese for Affirmative Action

Edison Uno, a member of the Grand Jury of 1970.

Joan Peterson, Chairwoman of the Executive Board, Insurance Employees For Equal Rights.

Laurence Meyers, President, American Jewish Congress

Rodney E. Williams, Director, Police Community Relations, San Francisco Police Department.

Kathryn S. Blalock, President, League of Women Voters of San Francisco.

Sid A. Valledor, Project Hanapin at Maglingkod (Filipino Research and Demonstration Project).

The Rev. Don MacKinnon, Our Lady of Lourdes Church

Mrs. J. Thomas Scanlan

Myron Moscovitz, Secondary Education Officer, Field Instructional Services, San Francisco Unified School District.

An Editorial (#1970) telecast February 3 by William E. Osterhaus, KPIX General Manager

An Editorial, "The Grand Jury Blew It", printed January 31, by East/West, weekly newspaper.

Other Communications included:

- From James Hamrock, Principal, James Lick Jr. High School, and Chairman, Steering Committee for the Student Rights and Responsibilities Manual, San Francisco Unified School District, requesting a representative of the Youth and Education Committee to serve on a sub-committee of the Board of Education to conduct an on-going evaluation of a workable grievance procedure for secondary schools.

- From U.S. Senator Alan Cranston, stating his distress by the President's decision to cut expenditures for housing subsidy and community development programs, and his intention to support the Chairman of the Senate Banking Committee in holding hearings on the impact of the cuts and fighting to resist the President's action.

- From U.S. Representative Phillip Burton, pledging his efforts to keep the FACE and other programs alive.

- From Pier Gherini, Chairman, State Fair Employment Practice Commission, responding to the HRC's January 5 inquiry about the status of the Affirmative Action Program with the owners of Parkmerced (apartment complex in San Francisco). Mr. Gherini reviewed the involvement of the FEPC with the owners of Parkmerced, and local management, and their outlining of broad areas they felt an effective affirmative action program should encompass. The owners and lawyers submitted an affirmative action program in August, 1972. Mr. Gherini stated that his consultant, Everett Beane, had returned this plan with his criticism in September, 1972, and that the FEPC had been waiting since this time to hear from the owners, Helmsley-Spear. He said that since affirmative action under the (State Housing) law is for a voluntary program, he intended to recommend the case be closed, and that he personally felt the matter will eventually be settled in court.

*****Director Becker expressed the gratitude of the HRC for the evidence of broad community support for its work as demonstrated by these communications.

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Special Presentation: "Minority Population Characteristics", an address by J.C. Royce, Senior Statistician, Pacific Telephone and Telegraph Company.

In summary, Mr. Royce included the following points in his presentation:

- The data obtained by the Census is of great value provided it is considered broadly indicative and not precise.

- Higher fertility rates among Blacks and Spanish Americans in terms of children ever born per woman...insure that even without increased migration and with a convergence of birth rates in the future, Blacks and Spanish Americans will become increasengly represented in the labor force.

- One troubling characteristic in virtually all educational studies in recent years is the problem of the high dropout rate of the Spanish American from our schools.

- The young Spanish Americans are becoming increasingly bilingual with only 23% speaking English in the home as a child (Census figures).

- Potential population distribution from 1970 to 1990 is for Blacks in California to increase from 7.00% to 9.63%, American Indians from .46% to .73%, Other Non-Whites from 3.06% to 4.34%, White Spanish from 14.72% to 19.94%, and Other Whites to decline from 74.76% to 65.36%.

- The percent of the labor force who are unemployed males for San Francisco in 1970 was 7.3%, but 11.4% for Blacks and 8.3% for Spanish. This compared with 6.0% (total) with 10.6% Black and 7.0% Spanish for the entire state of California.

- The median family income in 1969 for San Francisco as a whole was $10,503. Black family income in the City, however, was $7,676; for Spanish, $9,497. In the state itself these figures were $10,732 (total), with $7,484 -- Blacks, and $8,791--Spanish. The median family income in the San Francisco Metropolitan Statistical Area was $11,802 for the total, but $7,966 for Blacks and $10,459 for Spanish.

- In San Francisco, the percentage of families below the poverty level was 9.9, with 20.3% for Black and 11.8% for Spanish. The California total in this category was 8.4% for the total, 20.9% Black, and 14.0% Spanish.

- In 1970, out of 1,584 Census tracts in the County of Los Angeles, 124 contained 58% of the Blacks, with more than 80% Black in each tract. More than 65% of the tracts in the county had less than 1% Black residents. Los Angeles has 17% Spanish and 10% Black population.

- In San Francisco, where concentration is less pronounced for Blacks and Spanish, the pattern is still one of concentration, said Mr. Royce.. The median concentration for Blacks is 64% in San Francisco versus 83% for Los Angeles.

***** Commissioner Raab asked that there be added to the agenda, in light of Mr. Royce's presentation in part, a discussion of the proposed cutbacks in social programs by the Federal government.

## COMMITTEES

Nominating Committee: Sister Bernadette Giles, Chairman

Chairman Kingsley, leaving this office after two years, commented briefly. He said that he left office with mixed feelings, delighted in a way to "take a break" but grateful for the rich experience of working with staff and his fellow commissioners. He expressed his gratitude for their support and help.

He said, "I think that the thin line that we walk as a Commission between being an autonomous body, sometimes called the conscience of the community, (it) is vital that we walk the thin line of being our own and yet somehow we do have to function with the total fabric of government, including the Mayor's Office and the Board of Supervisors, and it is very important that we keep those pipelines open."

Also, "As you look at the statistics and graphs we just saw (and we've heard predictions of where the City is going) I feel very strongly that we have to discriminate between winning battles or losing a war. And as we look at this, our greatest concern has to continuously be where San Francisco is going and where it will be in five, ten or fifteen years. As a place where all of us will want to live. We should be sensitive to that, otherwise we're all losers--everybody who makes up the City."

- Commissioner Giles said that she felt all were moved by this final statement from the outgoing chairman.

The nominees for Chairman and Vice-Chairman, respectively, for calendar year 1973 were: the Very Rev. C. Julian Bartlett, and the Rev. Victor Medearis.

It was

*****m/s/c that the recommendations of the Nominating Committee be unanimously accepted.

Chairman Bartlett then assumed the gavel and conduct of the meeting.

*****Commissioner Fine asked that on behalf of the HRC and its staff, a resolution expressing both personal and official commendation to former Chairman Kingsley be prepared, suitably inscribed, and presented publicly in the near future.

YOUTH AND EDUCATION
Rabbi Alvin I. Fine and Sister Bernadette Giles, Co-Chairmen

- Status of Emergency School Aid Act Media Project Application - Ms. Joan Barr.

Ms. Barr reported that the U.S. Department of Health, Education and Welfare, to which application had been made for funding for the 17-month period beginning February 1, 1973, has advised by letter that it has declined the application, and suggested that re-application be made in either the March or May "batch" requests. Ms. Barr said her understanding was that some 80 percent of similar applications nationally had not been funded, including all from San Francisco.

A request was made to the regional office of HEW by Ms. Barr that she be permitted to use unexpended monies from her 13-month grant ($6,900 of the total $39,950) to complete work she was asked by that office to do: namely, a manual describing the Media Project operation to be used as a guideline for other communities. The Winter Edition, of FYI (For Your Information, the Media Project newsletter sent to some 10,000 persons), also has not been distributed because of priority work with the Project. This request also has been denied. The I.Q. (Intelligence Quotient) packet, prepared by the Project, has elicited wide response from local media.

Funding, therefore, ended January 31, 1973. Ms. Barr is completing work on a volunteer basis, without staff support.

Director Becker commented that what the HRC faces here is that the atmosphere from Washington (on major cutbacks) has created a similar climate down the line, to the regional level, so that they are negative to all funding requests. He noted that because of the Field Act in California (which requires that public schools be brought up to earthquake-proof standards structurally, and which will mean the forced closing, for these repairs, of numbers of San Francisco public schools,

and the subsequent reassignment of numbers of students) there will be an emergency in this City, an emergency requiring getting information out to parents about the schools' plans for these reassignments.

*****It was announced that a full discussion of the Media Project, and its refunding needs for the immediate future, will be the main agenda item at the next Youth and Education Committee meeting, Wednesday, February 14, at 3:30 p.m. at Grace Cathedral.

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- Commissioner Raab then spoke on the agenda discussion he had requested: that San Francisco is facing a crisis in health, safety, and welfare due to what seem to be precipitate cuts in all sorts of social programs. As of June 1, he said, there will be a sudden and sharp rise in City unemployment, as a result of the planned Washington cutbacks, and this unemployment will be concentrated among those persons already concentrated in poverty and unemployment. He cited food supplement programs due to be closed down, low-income and other housing projects threatened, as well as employment programs. He said he did not see enought concentrated concern in San Francisco about this problem (which also will include school desegregation plans, among others) which falls within the HRC's concerns. The Commissioner said that there is no suggestion that re-valuation of programs is not needed, but that, for example, 4,000 summer jobs for youth will no longer exist. Cuts-across-the-board, he said, are going to mean less food for the hungry, fewer jobs for the jobless, etc. unless some alternative programs are provided to fill a vacuum.

  Commissioner Raab moved that the HRC Chairman appoint a special committee to pull together all information possible on the impact of these proposed cuts, and that it be given the power to act immediately in whatever they ways they think feasible to dramatize these HRC concerns.

  Commissioner Fine stated that a first step should be to confer at once with the Mayor to see what steps it can take to assist him in his work with other mayors in the nation, and that there be communication with the Congressional delegation from San Francisco on the matter.

- Chairman Bartlett expressed his reservations about appointing a committee with such broad terms of reference as Commissioner Raab had suggested, to consider such a substantial and complex issue. He noted that Director Becker's staff had drawn up a compilation showing specifically what Federal cutbacks would mean in terms of staff and project loss to the HRC. (Copies of this breakdown will be provided all commissioners.)

  Chairman Bartlett said that it was appropriate if the HRC spoke primarily to the concerns as mandated to it under its Ordinance.

  In the ensuing discussion, Commissioner Raab underlined the urgent time situation existing on this issue. Commissioner Fine said that he felt that there could be no doubt that the cutbacks, particularly those in employment and job training, would affect those in the community already in the gravest economic situation. He said that each HRC committee ought to be asked to assess what the prospective impact will be on its programs and areas of expertise.

*****Chairman Bartlett then directed that the special ad hoc committee have as its nucleus the chairmen of its standing committees, and that it be directed to report back to the HRC with its recommendations at the February 22 meeting. The committee will have the flexibility to confer immediately with City officials and legislators, and to participate with any coalition that may be formed in the community to outline action to be taken.

*****Director Becker stated that as regards the immediate problem raised by the failure of HEW to re-fund the Media Program, each commissioner will be:

1. Sent material on the Program

2. Filled in on discussions relative to private funding sources

3. Asked what each can do personally, perhaps, to make a contact that might assist such funding.

- Chairman Bartlett asked that it be recorded that the HRC has tremendous admiration for Ms. Barr for what the Media Program under her direction and energy has achieved.

- Reaffirmation of Position on Zone Councils

This Resolution on Zone Council Needs and Developments is a reaffirmation of the HRC support of Zone Councils last expressed on June 27, 1972. It encompasses several added recommendations. Copies of the proposed Resolution were provided in the commissioner packets.

It was

*****m/s/c that the Resolution on Zone Council Needs and Developments be adopted. A full copy of this Resolution is attached to these Minutes.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairman

- Committee Report

Governor Regan vetoed Assembly Bill 1687. This bill, which received wide support, would have authorized cities and counties in the State to adopt fair housing legislation. The theory of the veto was that the State Fair Employment Practice Commission has the jurisdiction in this field and that it is doing a sufficient job. Commissioner Heilbron commented that this is impossible with the funds made available to the FEPC, and he referred to the data in the presentation by Mr. Royce, showing for example the heavy residential segregation of minorities. The Committee in the meantime is doing what can be done within the existing laws, made necessary by the two-year re-certification of the Workable Program by the U.S. Department of Housing and Urban Development, received on December 1, which requires that in the first year the Mayor should do something about the application statement to the effect that "in response to a resolution of the HRC, the Mayor will request the HRC to work with the appropriate City agencies, the San Francisco Fair Housing Coalition, and other interested citizen groups, in developing a draft ordinance on affirmative action housing consistent with State and Federal laws."

Accordingly a draft Reporting Ordinance will be completed and brought before the HRC in the near future.

- The Fair Housing Planning Committee, appointed recently by the Mayor as a result of a resolution by Supervisor Francois more than a year ago and subsequently passed by the Board of Supervisors, is charged with bringing back a recommended plan for the racial, ethnic, and economic integration of the City's neighborhoods. The Mayor's Office has asked Ms. Edith Witt of the HRC staff to convene the first meeting of this Committee, which will be Wednesday, February 21, at 3:30 p.m. in the first-floor Exhibit Room of the Main Library.

EMPLOYMENT
Very Rev. C. Julian Bartlett, Chairman

- Request for Acceptance of Federal Skills Bank Proposal - Wayne Redus

The Federal government has asked the HRC to sponsor establishment of a Skills Bank, which will establish and maintain a listing of all Federal civil service positions for referral use in San Francisco. A grant of $20,000 has been made, to provide salaries, and travel expense, for an affirmative action officer and a clerk-typist. The office will be in the Federal Building, at 450 Golden Gate Avenue, and the Federal government will also provide office space, telephone service, etc. Staff will be be directed by a three-person committee, of one each from the HRC, the Federal Executive Board and the Federal Regional Council. Federal agencies will cooperate with this program in implementing affirmative action within their own agencies.

The project grows out of the continuing under-representation of minority groups in the Federal civil service. It will help the HRC's City Civil Service Recruitment program by providing access to minority and female job seekers registered with the Skills Bank. The HRC's Jobs in Action For Latin Americans (JALA) program also will be aided due to the increased accessibility to Federal job openings.

Authorization from the HRC for acceptance of this $20,000 grant is required before it can then be sent to the Finance Committee and then the Board of Supervisors for approval.

It was

*****m/s/c that the HRC authorize acceptance of a Federal grant of $20,000 to make it possible for the HRC to establish a Civil Service Skills Bank. The grant, originating with the U.S. Department of Health, Education, and Welfare, will be transferred to the U.S. Department of Labor and thence to the HRC.

- Resolution and Report on Asian Banks

The Employment Committee's Sub-Committee to study Ethnic Banks has presented to the Employment Committee its conclusions and recommendations regarding the implementation of the Non-Discrimination Ordinance's provisions for affirmative action in ethnic banks which in San Francisco are exclusively Asian banks. Two surveys were used in the study. One by Stanley Lim on banks in Chinatown and one on the Japanese banks by Greg Marutani.

The Employment Committee has come to the following conclusions, based on the above-mentioned report:

1. An ethnic bank often provides jobs for those who might not be employable elsewhere.

2. An ethnic bank fosters the economy of the minority community it serves in sometimes special ways.

3. Asian banks are primarily located in and serving the Asian communities.

4. Employees of Asian banks mostly need to be bi-lingual.

It should be noted that in San Francisco, the Chinese banks differ from the Japanese banks in that the latter are located, with one exeeption, in the Japanese Trade and Cultural Center, in areas which are primarily majority-populated. The Japanese banks show a multi-ethnic mix, except for the Japan Center Branch.

The Sub-Committee has made the Asian banks aware of the Nondiscrimination Ordinance and the enforcement role of the Human Rights Commission of San Francisco.

Because of the unique features of the Asian bank situation, it is, therefore, recommended that staff be authorized to develop affirmative action agreements which provide for such unique features, subject to the approval of the Commission.

Future ethnic banks will be made aware of the Nondiscrimination ordinance and notified to comply with its provisions. The Commission should also assist in providiing non-Asian applicants for hire in Asian banks.

It was

*****m/s/c that this Resolution and Report on Asian Banks be adopted. This Report and Resolution are attached to these Minutes.

- Chinese Lunar New Year Proposal

A proposed resolution of support by the HRC, in response to concerns brought to it by members of the Chinese community (over designation of

other religious holidays as times for official recognition and permission for employees to participate in them, but the failure to do so for the Chinese New Year, which is a time of great religious and social significance,) was not acted on by the HRC at this meeting in view of the Mayor's action taken prior to it of official recognition of the Chinese Lunar New Year. The HRC's Employment Committee did hear the Chinese community representatives on this matter. The HRC was sympathetic to their concerns, and would have acted with a formal resolution.

POLICE LIAISON COMMITTEE
Curtis McClain, Chairman

- Resolution in Support of the Merger of San Francisco City Prison and County Jails #1 and #3.

This issue had been discussed, with a supportive speaker, at the January 11, 1973 HRC meeting.

Speaking at this meeting was Wilbert Battle, representing Officers for Justice. Mr. Battle stated that Officers for Justice, the Police Officers Association and the Supervisors Group of Police Officers Association had sent memoranda of understanding to the Chief's Office supporting the merger plan for these facilities, to bring them under the management of the sheriff.

It was

*****m/s/c that the HRC adopt the Resolution in Support of the Merger of San Francisco City Prison and County Jails #1 and #3. A full copy of this Resolution is attached to these Minutes.

- Commissioner Livermore expressed his concern that police officers be made aware of the particular problems of alcoholism as a disease and not a crime.

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- Resolution in Support of the Nicaraguan Earthquake Victims

Speaking to the HRC on this matter were: Jose Adam Estrada, and Luis Ehegoyen, of the Northern California Nicaraguan Relief Fund, Inc.

It was

*****m/s/c to adopt the Resolution in Support of the Nicaraguan Earthquake Victims. A full copy of this Resolution is attached to these Minutes.

*****It was suggested that a statement be prepared giving the names and pertinent data about Nicaraguan relief organizations in the City.

CALENDAR MATTERS

The next meeting of the HRC will be February 22, 1973 at 9:30 a.m. on the Third Floor of the Main Library.

Youth and Education

Wednesday, February 14, 3:30 p.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

Employment

Thursday, February 15, 9:30 a.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

Police Liaison

Monday, February 26, 4:30 p.m.
Human Rights Commission Offices
1095 Market Street, Room 509

Housing and Urban Development

Thursday, February 15, 12:30
Human Rights Commission Offices
1095 Market Street, Room 509

Native American Advisory

Tuesday, March 6, 5:30 p.m.
Human Rights Commission Offices
1095 Market Street, Room 509

Census Data Coordinating

Friday, February 9, 9:00 a.m.
Human Rights Commission Office
1095 Market Street, Room 509

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:be

Attachments:
1) Resolution on Zone Council Needs and Developments (Res. 1-73)
2) Resolution and Report on Asian Banks (Res. 2-73)
3) Resolution in Support of the Merger of San Francisco City Prison and County Jail #1 and #3 (Res. 3-73)
4) Resolution in Support of the Nicaraguan Earthquake Victims (Res. 4-73)

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA. 94103
558-4901

# RESOLUTION ON ZONE COUNCIL NEEDS AND DEVELOPMENTS

1. The Human Rights Commission reaffirms its support of Zone Councils last expressed on July 27, 1972.

2. We welcome each of the seven Zone Councils who have designated an official representative to be a member of the HRC Youth and Education Committee.

3. We are pleased that the utilization of existing community resources including the Human Rights Commission is beginning and we encourage it to the fullest extent appropriate.

4. We urge that the community liaison workers be employed in the zones; their primary duties should include assisting the Zone Councils in attracting diverse ethnic representation and strengthening site involvement. They will additionally assist the Council in preparing for meetings and communicating concerns of parents.

5. We recommend that whenever necessary, funds should be made available for the Zones for rental of facilities, clerical help, and office supplies.

6. We commend the emergent inter-zone cooperation; Zone Council Chairman meet on an on-call basis as perceived as needed; regular meetings would be appropriate to facilitate communication and cooperative programs involving more than one zone.

7. We commend the School District's efforts to clarify role, function, line authority, operation, and supervision of Zone administrators.

8. We call upon the Board of Education to clarify role, function, line authority, operation, and supervision of community liaison workers.

9. We call upon the Board of Education and the Zone Councils to clarify the function and operation of Zone Councils.

Resolution January 1973.
Adopted by HRC 2/8/73

GR:gm:sc
2/15/73

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103
558-4901

# RESOLUTION AND REPORT ON ASIAN BANKS

The Employment Committee's Sub-Committee to Study Ethnic Banks has completed a study and presented to the Employment Committee its conclusions and recommendations regarding the implementation of the Nondiscrimination Ordinance's provisions for affirmative action in ethnic banks which in San Francisco are exclusively Asian Banks. Two surveys were used in the study. One by Stanley Lim on banks in Chinatown and one on the Japanese banks by Greg Marutani.

The Employment Committee has come to the following conclusions, based on the above-mentioned report:

1. An ethnic bank often provides jobs for those who might not be employable elsewhere.

2. An ethnic bank fosters the economy of the minority community it serves in sometimes special ways.

3. Asian banks are primarily located in and serving the Asian communities.

4. Employees of Asian banks mostly need to be bi-lingual.

It should be noted that in San Francisco, the Chinese banks differ from the Japanese banks in that the latter are located, with one exception, in the Japanese Trade and Cultural Center, in areas which are primarily majority-populated. The Japanese banks show a multi-ethnic mix, except for the Japan Center Branch.

The Sub-Committee has made the Asian banks aware of the Nondiscrimination Ordinance and the enforcement role of the Human Rights Commission of San Francisco.

Because of the unique features of the Asian bank situation, it is, therefore, recommended that staff be authorized to develop affirmative action agreements which provide for such unique features, subject to the approval of the Commission.

Future ethnic banks will be made aware of the Nondiscrimination Ordinance and notified to comply with its provisions. The Commission should also assist in providing non-Asian applicants for hire in Asian banks.

Resolution 2-73
Adopted by HRC 2/8/73
copy be 2-16-73

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103
558-4901

Resolution in Support of the Merger of
San Francisco City Prison and County Jail #1 and #3

WHEREAS, the principal purpose of the consolidation is to bring both facilities under the management of the Sheriff; and

WHEREAS, dehumanizing conditions do exist at both the City Prison and County Jail facilities. There is indaequate attention given to their personal needs and welfare and adequate recreational facilities are not being provided for inmates; and

WHEREAS, the present practices and procedures regarding visiting and communication between prisoners and family are a source of confusion where the general public is concerned and also are made difficult and often frustrating because people on the outside sometimes do not know whether the person they want to see is in the County Jail or the City Prison and these facilities have different visiting days, and prisoners are sometimes transferred from one to the other; and

WHEREAS, the San Francisco Bar Association's Special Penal Reform Committee has expreseed its concern with certain pretrial detention problems as being imperative constitutionally mandated necessities, and that such persons so detained should have an adequate program of decent housing and food, family contacts, recreation and other facilities; and

WHEREAS, prison treatment and services such as psychiatric care and medical examinations can be better provided in a merged facility; and

WHEREAS, alcoholics who should be sent to detoxification centers are instead held in jail; and

WHEREAS, many County Jail inhabitants who are persons being held for court appearances but not convicted of any offenses and who are exposed to these conditions will be aided by this consolidation; and

WHEREAS, with this merger, the services rendered inmates and the public will be enhanced due to the flexibility gained, and also there will be less difficulty in locating the inmate or information concerning the inmate.

THEREFORE, BE IT RESOLVED, that since there now exists unused capacity at the City Prison, it should be made immediately available for County Jail use; that because the problems described above would be reduced, the Human Rights Commission supports the merger of the San Francisco County Jail #1 and #3 and the City Prison, under the management of the Sheriff.

Resolution 3-73
Adopted by HRC 2/8/73

copy be 2-16-73

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103
558-4901

# RESOLUTION IN SUPPORT OF THE NICARAGUAN EARTHQUAKE VICTIMS

WHEREAS, the capital city of Managua, Nicaragua was totally destroyed by the earthquake which occurred on December 23, 1972; and

WHEREAS, the population of Nicaragua is comprised of over 2 million people; and

WHEREAS, a drought in 1972 destroyed 90% of the crops, leaving the country financially unstable; and

WHEREAS, over 300,000 people were left homeless and financially destitute because major businesses and industries were centralized in Managua; and

WHEREAS, there are large Nicaraguan communities spread throughout the U.S., in New York, New Jersey, Philadelphia, New Orleans, Miami, Chicago, and major cities in California, particularly San Francisco, in which the estimated Nicaraguan population is of about 40,000 people which constitutes the largest proportion of Spanish-speaking; and

WHEREAS, it will take at least a year to begin to normalize general conditions of the welfare of the Nicaraguan people; and

WHEREAS, Nicaragua has always been a friend and firm supporter of the United States, as demonstrated by the help given to San Francisco in the disastrous 1906 earthquake;

THEREFORE, BE IT RESOLVED, that the San Francisco Human Rights Commission, in consequence of the general feeling,towwards the people of Nicaragua, responds in supporting continuous assistance to the Nicaraguan earthquake victims and requests the following:

(1) That the City of San Francisco and the State of California give every possible support to the local united efforts of the Nicaraguan earthquake relief program and make available whatever resources it has to aid the Nicaraguan people: medical supplies, medical assistance, food, local transportation, manpower, centralization of collection of goods, and other emergency needs.

(2) That the federal government provide whatever transportation necessary to move the cargo contributed to Nicaragua.

(3) That the Immigration Department initiate a refugee program for Nicaraguans wishing to come to the U.S. similar to the one adopted for the Cuban refugees, and also provide extensions of visas and work permits for Nicaraguan tourists and students stranded in this country.

(4) That the Congress, President Nixon and Governor Regan, private groups, religious groups, and individuals open their hearts in a true humanitarian spirit towards the unfortunate victims of the Nicaraguan disaster.

Resolution 4-73
Adopted by HRC 2/8/73
copy be 2-16-73

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# HUMAN RIGHTS COMMISSION
# OF THE CITY AND COUNTY OF SAN FRANCISCO

## Minutes of Meeting of February 22, 1973

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* NEXT MEETING: March 8, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
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DOCUMENTS
MAR 1 5 1973
SAN FRANCISCO
PUBLIC LIBRARY

NOTE: See under the Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Louis Garcia, Sister Mary Bernadette Giles, Leonard Kingsley, Curtis McClain, Rev. Victor L. Medearis

Excused: Louis Heilbron, Ms. Mattie Jackson, Earl Livermore, Earl Raab, Louis Simon

Staff

Present: William Becker, Director, Frank Anderson, Ms. Joan Barr, Johnny Brown, Jack Casford, Carlos Duque, Luis Escobar, Mario Evangelista, Alvin Ja, Stanley Lim, Shone Martinez, Greg Marutani, Wayne Redus, Ms. Gail Roberts, Marvin Robinson, Ms. Renee Thompson, Ms. Edith Witt

Pledge of Allegiance

Minutes of February 8, 1973 approved.

## COMMUNICATIONS

- Director Becker read in full an excerpt from the letter of transmittal of the Foreman of the 1972 Grand Jury, William E. Goetze, to the Honorable Byron Arnold, Presiding Judge of the Superior Court, on the 1972 Grand Jury Report:

"I would like to call attention to the Committee report on the Human Rights Commission. I disagree with the report most wholeheartedly. The Human Rights Commission performs a most valuable unduplicated function. The eminence of those Commissioners serving is such as to suggest the value and necessity of the work. Not one of them would spend long tedious hours in work duplicated by others.

"The H.R.C. Grand Jury Committee based its recommendations on the results shown in a questionnaire it sent out. The questionnaire is attached to the report. I submit that were these same questions given to major private corporations they would have to answer many of them in the affirmative. The mere fact that one or more organizations is involved in work against discrimination does not prove that there is unnecessary duplication. Our Committee failed to cite specific areas of duplication. If there are areas of unnecessary duplication they should have been found and reported. They were not.

"The H.R.C. deals in group problems. It refers the individual who has a complaint to other agencies that provide service to the individual. Naturally, more than one agency is involved in eradicating discrimination in multiple places. Unfortunately, there is so much of it that there is the justification.

"The H.R.C. is not the world's most popular agency. If it were, there would be no need for it. To cast doubt on the necessity

for its services without adequate proof is to make a hard job more difficult. I regret that."

- From Neil D. Chaitin, who was chairman of the 1972 Grand Jury Committee studying the school system, stating his appreciation of Director Becker's assistance and stating that his (Chaitin's) knowledge of the complexities of the City government is greater as a result.

- Letters of support for the HRC, addressed to Mr. Goetze, or Mayor Alioto, and supporting its expanded budget request, from:

James Hamrock, Principal, James Lick Jr. High School

Ms. Katherine Reyes, School District teacher, member National Japanese American Citizens League

Leonard Fitzpatrick, member of HRC's Youth and Education Committee

Segundo Lopez, of Hijos de Puerto Rico, a community/regional organization

Ms. Karin Martz, Coordinator, Spanish ESL (English As A Second Langiage), San Francisco Skills Center

Thomas R. Henderson, Assistant Director, San Francisco Skills Center of the San Francisco Community College District

Grandvel A. Jackson, Supervisor, Human Relations, San Francisco Unified School District

Maurice A. Lemus, a private citizen

Camille F. Ozan, Administrator's Secretary, San Francisco General Hospital

Ms. Kay Okamoto, Volunteer, Hamilton Senior Center

Sharon Rufener, Chairone (sic.),Women's Job Rights

Janice Wong, Center Director, Chinatown Young Women's Christian Association

Nobusuke Fukuda Chairman, Japanese Community Service, Inc.

Helen Marie Klein, President, Tlingit & Haida Indians of Alaska, Community Council, California Chapter

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- From U.S. Senator John V. Tunney, regarding Administration suspension or termination of various housing and urban development programs, stating that he will be part of the struggle to resist these policies as a member of the Senate Housing Committe..

- From Lucius P. Bernard, a member of the law firm representing the Raphael Company, advising that the company will appeal the decision of the HRC Hearing Panel findings of October 26, 1972, (on charges of discrimination against it brought by the HRC staff. A hearing will be set up for this appeal.

- From Meyer Weinberg, Editor, Integrated Education: A Report on Race And Schools, to Ms. Joan Barr, Media Coordinator, requesting permission to publish "The Use of I.Q. Tests in San Francisco Schools", an article in the January 15 issue of FYI, For Your Information, the Media Program newsletter.

- From Steven P. Morena, Superintendent of Schools, thanks to Ms. Gail Roberts for her help in developing an ESAA District Proposal to the U.S. Department of Health, Education, and Welfare.

- From U.S. Senator Tunney, stating he has been in touch with the Office of Management and Budget and the Department of Labor in an effort to determine whe status of the PEP (Public Employment Program), whose funding is threatened by Presidential action.

- From Carlos Ruling, Zone VI Administrator, San Francisco Unified School District, thanks to Ms. Gail Roberts for the loan of a copy of a document on community organizations prepared by the San Francisco Consortium.

- From U.S. Representative William S. Mailliard, stating he has initiated an inquiry on behalf of the HRC, in response to its written concerns over the impounding of funds by the Office of Management and Budget and for various Housing and Urban Development Department-assisted housing programs.

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- Chairman Bartlett announced the following assignments for the HRC Committees in 1973:

EMPLOYMENT: Rabbi Alvin I. Fine and Joseph R. Garcia, Co-Chairmen; Rev. George Bedford

YOUTH AND EDUCATION: Sister Bernadette Giles and Louis Simon, Co-Chairmen

HOUSING AND URBAN DEVELOPMENT: Louis Heilbron, Chairman; Earl Raab; George Bedford

POLICE LIAISON: Rev. Victor Medearis, Chairman; Curtis McClain; Earl Livermore

NATIVE AMERICAN ADVISORY COUNCIL: Earl Livermore, Chairman

READING PANEL: Sister Bernadette Giles, Chairman; Earl Livermore

SOCIAL PROGRAMS: Mattie Jackson, Chairman

- Chairman Bartlett announced also that he has appointed Commisioner Jackson chairman of the Ad Hoc Committee on Federal Grants (to study effects of proposed Administration cutbacks) and that serving on the Committee will be the chairmen and co-chairmen of the various committees, plus Commissioner Raab.

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- Special Report: "The Filipino Community in San Francisco" by Sid Valledor, Director, Project Hanapin at Maglingkod. (Hanapin at Maglingkod is Tagalog for Find and Serve). This is a Pilipino Research and Demonstration Project in San Francisco.

Director Becker introduced Mr. Valledor, saying that the purpose of the presentation was to call attention to the fact that the fastest-growing ethnic minority community in the city is the Filipino community, but that it has not received as much attention as other minority groups. The presentation was intended, he said, to inform both the HRC and the community of facts to assist all over planning.

Mr. Valledor was assisted by Daniel Mabalatan, a Field Representative of Project Hanapin at Maglingkod. Members of the Filipino community of all age groups were in attendance. The verbal presentation was accompanied by charts and other display material.

During his long presentation, Mr. Valledor made the following points on the basic issues, major problems, and unmet needs of the San Francisco Filipino community:

- Project Hanapin is conducting a survey of the effectiveness of services being provided directly or indirectly by public and private agencies to the Filipino community; it is developing a comprehensive Filipino characteristic profile; and determining the degree of its unmet needs.

-

- Great community concern has arisen over recent events, including the refusal of the City's Neighborhood Arts Program to name Russell Robles, a recognized Filipino artist, as a program organizer for South of Market and the Filipino community in general, and the broken political promises, as outlined in the Mabuhay Republic, to appoint Filipinos to City boards and commissions.

- The Filipino population of San Francisco is approximately 34,000 (it was 24,694 on the 1970 U.S. Census, or 3.5% of the then City population of 715,674), 5,000 of whom are youth.

- Americans of Filipino origin are the fast-growing minority in San Francisco. Spoken Tagalog,,Filipino films, newspapers, food products, etc. are appearing in greater numbers in the City.

- The growing Filipino presence, particularly in San Francisco, must be met with affirmative action.

- Poverty, deprivation, oppressive conditions, etc. have fostered the lowest levels of educational attainment of any sizeable minority in the U.S., racial discrimination, institutional repression of the culture, lack of complete educational opportunities, etc. continue to keep the Filipino standard of living down.

- Filipino-origin Americans are categorized as Other, Asian, Spanish-speaking, etc. in population studies, when they are none of these. Filipino culture, history, and art are radically different from any other group. Yet government and the general population remain generally ignorant of Filipino problems.

- The ratio of Filipino students to teachers is: 100 to each substitite Filipino teacher, yet 550 to 1 Filipino, full-time, non-substitute teacher.

- Based on HRC's Racial and Ethnic Employment Pattern Survey of City Employees as of December 31, 1971, Filipinos comprised 1.5% of the total workforce. None worked in the Convention Bureau; one worked in a staff of 300 at the Housing Authority. Many City departments had at that time no Filipino employees, including the Sheriff's Department.

- The basic problems of Filipinos, as summarized by Mr. Valledor, are:

  racial discrimination

  institutional subordination, defined as the absence of Filipino representation from all but one City board or commission

  exploitation

  ignorance

  poverty

- Mr. Valledor requested that the HRC support a proposed resolution that every board or commission of the City whose members are appointed include a Filipino (and "every sizeable minority community") representative.

Chairman Bartlett thanked Mr. Valledor for his presentation, and referred to the appropriate standing committees of the HRC the specific concerns and the proposed resolution as outlined by Mr. Valledor. He asked that a copy of the presentation be provided the Director.

Commissioner Kingsley stated that input from the Filipino community in any HRC studies of its concerns was most desirable.

Commissioner Fine noted that committees of the HRC have members from the Filipino community.

COMMITTEE REPORTS

EMPLOYMENT
Very Rev. C. Julian Bartlett, Chairman

- Community Report on McDonald's Hamburgers Restaurant at 1201 Ocean Avenue - Wayne Redus

Mr. Redus announced that a group of community people from the Oceanview-Merced Heights-Ingleside community organization (OMI) had asked the HRC, through the Employment Committee, to grant time for a presentation of their concerns about hiring and employment practices of McDonald's affecting the community. OMI asked the HRC's assistance in opening up negotiations between the community and McDonald's on these concerns. A representative from McDonald's was invited to join this presentation before the HRC.

Mr. Redus introduced Claude Everhart, Executive Secretary of OMI. Mr. Everhart said he was appealing to the HRC to open negotiations because McDonald's had been involved in certain practices OMI feels are detrimental to the lives and well-being of young employees. Hearings relative to some issues(lie detector tests, tipping rules, etc.) have been held before the State Labor Commission. Mr. Everhart said, however, that these practices are not the most basic ones affecting McDonald's employees. Beginning wages are $1.65 an hour, wages considered incredibly low for students working their way through school, particularly when employees are limited to only 2 to 3 hours a day, thus earning only an average of $20 a week. OMI is concerned, he said, with protecting the young people employed by McDonald's.

Among problems discussed were:

1. Lack of grievance procedures. Mr. Everhart said that young people have been fired from McDonald's, but have no means to protect their reputations or their experience records in applying for other jobs. Many of them have never held jobs before and depend heavily on references in getting other work.

2. Hiring practices. Mr. Everhart said that in the first ten months of operation of the McDonald's restaurant, the firm grossed more than $1 million, but still makes no commitment to the OMI community to hire people from the community. At the outset, 35 of 70 employees were from the OMI area. Under present management, he said, 21 of 77 are OMI residents and the proportion is fast dropping. He asked that if the firm can extract large profits from the community, it should return part of them through higher wages, or by establishing training programs for its employees which would lead them to management positions, which are much higher paying ($13,500 a year, as the firm advertises), and by upgrading the policies affecting women employees, who have no promotion opportunities.

Mr. Everhart repeated his request to the HRC for help in negotiating these issues, and stated that they understand that McDonald's is non-union but wished for participation in meetings to preclude any invalidation of an agreement reached should in the future McDonald's employees become union members.

Mr. Redus then introduced Herbert Yarbrough, Youth Coordinator of the Oceanview Youth Council.

Mr. Yarbrough said that his organization, composed of school-age young people, many of whom were present, did not feel that they were making demands of a firm that did not have the funds to meet them. He stated that McDonald's Ocean Avenue branch grosses some $93,000 a month, yet with wages of $1.65 an hour, "not enough money is being put back into the community." A raise of this rate would not, he said, be a hardship on the firm.

The next speaker was Bob Colvin, McDonald's Operations Manager for the area. Mr. Colvin said that twice in the past year the firm had tried

to contact the OMI organization to discuss these issues. He said McDonald's was willing at any time "to negotiate with them". He said that current average wages at McDonald's are approximately $1.97 an hour. He said that employees now earn 15-cent value per working hour towards meals there. He said that the owner of McDonald's did make a contribution to a political campaign, but it was not directed specifically at fighting minimum-wage laws.

Commissioner McClain suggested that at this meeting the various representatives set a date for a negotiating meeting. These representatives left the room briefly and returned to announce that the meeting was set for March 6, Tuesday, at 2 p.m. at the HRC offices, at 1095 Market Street. Attending that meeting will be representatives of the culinary unions and the HRC.

- Proposed Amendment of the Nondiscrimination Ordinance to Increase Discrimination Penalty from $10 Per Day to $25 Per Day - Stanley Lim

A major penalty clause of the Nondiscrimination Ordinance, which the HRC may impose on any contractor in violation of the ordinance by deducting from the amount payable to the contractor $10 per day per person suffering from discrimination, has remained unchanged ever since the enactment of the Ordinance. This amount seems exceedingly low today in view of the declining value of the dollar. Recently, the Board of Supervisors also amended another section of the Administrative Code to increase the amount of forfeiture by a contractor who fails to pay the highest prevailing wage from $10 to $25 per day for each workman. The Employment Committee recommended the following proposed language for amending Ordinance No. 261-66, as amended by Sec. 12B.2(f) thereof, increasing the deduction from $10 to $25 for each person, for each calendar day, discriminated against in violation of the Nondiscrimination Ordinance.

"Be it ordained by the People of the City and County of San Francisco:

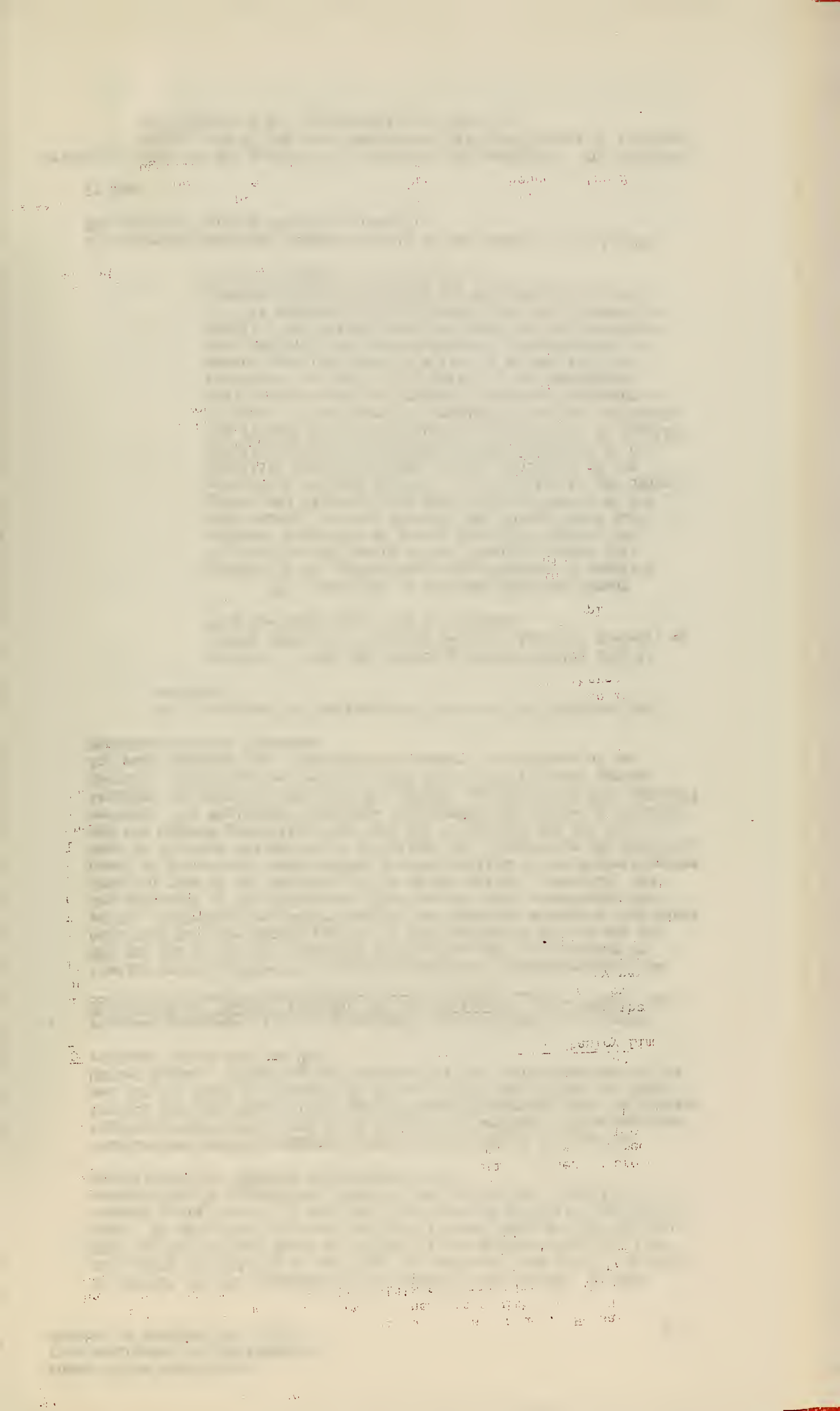
Section 1. The San Francisco Administrative Code is hereby amended by amending Sections 12B.2(f) thereof, so that the same shall read as follows:

(f) There may be deducted from the amount payable to the contractor, subcontractor or supplier by the City and County of San Francisco under this contract a penalty of Twenty Five (25) Dollars for each person for each calendar day during which such person was discriminated against in violation of the provisions of this contract. In addition to any other penalties herein provided for the violation of the nondiscrimination provisions of this contract or for the failure of any contractor, subcontractor or supplier to abide by the rules and regulations herein contained, this contract may be forthwith canceled, terminated or suspended, in whole or in part, by the contracting agency upon the basis of a finding as set forth in Sec. 12B.2(e) that the contractor, subcontractor or supplier has discriminated contrary to the provisions of this contract, and all moneys due or to become due hereunder may be forfeited to, and retained by, the City and County of San Francisco."

The proposed amendment change was only in the amount of $10 to $25. The original wording remains unchanged.

It was

*****m/s/c that the HRC approve this change in the amendment. The proposed change goes to the City Attorney's Office and thence to the Board of Supervisors for consideration of adoption.



YOUTH AND EDUCATION
Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Media Project Report: Ms. Joan Barr

Ms. Joan Barr reported that HEW had approved extension for two months (January 31 to March 31) of her Media Project, using some $2,600 in unexpended funds, to complete work on a 50-page manual which describes the organization of the Media Program to assist other cities undergoing the desegregation process. The request for further funding will be considered later by the HRC for submittal to HEW May 2.

- Request for Approval of Submittal Application to HEW Office of Child Development for City-Wide Youth Council: Johnny Brown

To counteract the increasing frequency of violence involving adolescents and the staggering costs of school vandalism, the Human Rights Commission proposes a demonstration project: Urban Innovation Through Youth Participation. This project, working with multi-ethnic adolescents in San Francisco, has as its primary objective to provide for youth participation in the local decision-making process in order to understand the limits of decision-making to facilitate orderly change and to develop greater confidence in the democratic process. In addition, the project will provide for coordination and support for youths' efforts to develop solutions to commonly-felt problems or needs rather than resorting to vandalism and violence.

To accomplish these ends, the project will employ three highly skilled youth workers who will be supervised and supported by the professional staff, Commissioners, and advisory committee members; evaluation capacity is included. Staff will work towards including youth as members of governing boards and involving youth in the decision-making process. Staff will work cooperatively with youth in studying issues of concern and making appropriate recommendations, seeking to involve ever increasingly large numbers of youth.

It was

*****m/s/c that the HRC approve this Submittal Application to HEW.

Mr. Brown commented that the project as outlined was an example of an effort to prepare and involve more youth in decision-making processes, as youth were represented in the foregoing discussion of the OMI/ McDonald's issue.

EMPLOYMENT
The Very Rev. C. Julian Bartlett, Chairman

- Request for Endorsement of Civil Service Commision Management Training Program: Al Howard

Mr. Howard introduced Mr. Geoffery Rothman, representing the Employment Counseling Center of the Civil Service Commission. The CSC instituted an in-service training program in the Spring of 1972, designed to provide career up-grading incentives for permanent City employees. Lack of necessary experience or education previously had thwarted lower-level City employees from qualifying for promotive positions. Concentrated training programs are offered through the Community College District, with a current enrollment of some 1,000 persons. Clerk training requires completion of one course; for accountants this can be as many as twenty courses. Completion of these courses permits permanent City employees to promote into positions in their areas of interest. It thus has eliminated some artificial barriers to upward movement, especially for minority persons permanently employed by the City.

Mr. Rothman said that San Francisco was unique among cities currently in having no systematic development procedures for making available to the City a continuing resource of trained management administrators. Traditionally, it has relied exclusively on written examinations to bring people into management and administrative areas, thus barring people without formal educational or supervisory experience records to enter middle management careers in City Civil Service.

An HRC study in 1972, funded by the San Francisco Foundation, showed that while overall minority employment in civil service was fairly good, minorities and women tended to be grouped in lower-level jobs. Minority representation in all levels of management was, and continues to be, practically nonexistent.

Tje proposed Management Training Program would allow any permanent City employee to apply for it. The program would consist of approximately 18 units of graduate-level coursework at a local college, over a nine-month, two-semester period. At the conclusion of the program, participants would gain placement on lists for middle-management promotion positions

The goals are:

- to systematically develop and provide the City with a fully trained management resource

- to increase the number of minorities and women currently serving in management positions with the City.

The City is willing to pay for administrative and coordinating costs of the program, including paid time off during the day to attend classes. Persons presently have to attend courses on their free time.

An Advisory Board will be appointed at the onset of the program, and as least one appointee will be a member of the HRC. Other members will include representatives of the business community, City government, and education.

It is hoped as well,said Mr. Rothman, that the City will be encouraged to increase the number of management positions the Civil Service now has. At present less than fifty such positions exist.

This program has been endorsed by Bernard Orsi, General Manager of the Civil Service System. The program has not yet gone before the Board of Supervisors. It was noted by Mr. Rothman that the Board of Supervisors in the past two years has not allocated to the Civil Service Commission any funds for training or training reimbursement.

It was

*****m/s/c that the HRC endorse the Civil Service Commission Management Training Program.

Commissioner Fine noted that the proposed Management Training Program is consistent with a long-standing HRC position that the City should provide more opportunities for in-service training and upgrading for permanent employees.

YOUTH AND EDUCATION

- Juvenile Detention Facilities Study Status Report: Marvin Robinson

Mr. Robinson has been following up the work of Stanley Abe, formerly on the HRC staff, who initiated this study.

The HRC has been working in the area of private placement institutions for juveniles under the Nondiscrimination Ordinance. The HRC is required to collect employment and clientele data on the institutions which receive City and County of San Francisco funds.

Completed survey forms had been returned by 33 private placement institutions before ex-staff member Stanley Abe left the HRC in October, 1972. However, a total of 60 institutions are used by the City and County of San Francisco: 36 institutions by the Department of Social Service, 16 institutions by both Department of Social Service and Juvenile Court, and 8 institutions by Juvenile Court only. Out of the total 60 institutions which are presently receiving City and County funds, 30 institutions under the supervision of the

Department of Social Service had not been sent survey forms. Survey forms and copies of the Nondiscrimination Ordinance have recently been sent to those institutions. These forms are to be completed and returned to HRC within ten days.

The Board of Supervisors' Finance Committee set up a task force last year on out-of-town juvenile placements. Mrs. Lola Puccinelli, chairwoman of the task force, transmitted these recommendations to HRC. The Finance Committe of the Board has not acted upon the recommendations as of this date. It is possible that HRC, along with other concerned parties, will be asked to do a follow-up.

Mr. Robinson read the recommendations of the Task Force on Out-of Home Placements, as of December 1, 1972, to the Finance Committee of the Board of Supervisors.

- Bilingual Education Act of 1972

A detailed report on the provisions of this act, signed into law on December 20, 1972, and previously endorsed by the HRC, was provided the Commissioners in written form, and Commissioner Fine summarized this report.

*****Commissioner Fine asked that Governor Reagan be sent a letter commending him for signing this act into law. A number of other bilingual bills passed both houses of the 1972 California Legislature but were not signed by the Governor.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairman

- San Francisco Fair Housing Planning Committee: Edith Witt

Ms. Witt was asked by the Mayor to convene the first meeting of the Committee, established by the Board of Supervisors, and charged with recommending to the Board and the Mayor, six months after its first meeting, a plan for open occupancy in the City and for the integration of San Francisco neighborhoods.

That first meeting was held February 21. Of the 35 appointed committee members (25 community representatives, and 10 from public agencies) 30 attended this first meeting, and two of those absent sent observers. The committee adopted by-laws, and adopted a statement of principles that says it will be a working, rather than a discussion or research body. Organizations without representatives on the committee will be invited to work along with it. The committee will concentrate on proposals that the City and County can carry out, although solution of the housing crisis depends on Federal and State funding programs. Sub-committees were established for the private and public sectors and for communications (with all sections of the City). Meetings will be held before the next meeting of the full committee.

The committee also voted to write the Mayor asking for funds to carry on administrative work (mailing, reproduction costs, etc.) and for funding also, at the end of the committee's work, to produce and distribute its recommendations report. A finance committee was set up to work out a budget and pursue this work.

Ms. Witt said that the first meeting was a good start and that the committee got off to real work on its assignment.

CENSUS DATA COORDINATING COMMITTEE:
Commissioner Bernadette Giles

- Request for Support of Economic Opportunity Council Proposal to Relocate Census Tapes and Program

This Committee, set up at the suggestion of Commissioner Raab, has been concerned with dealing with Census data, in the belief that significant data on Census tapes could have great impact on planning for for San Francisco. At its most recent meeting at the request of

the EOC, the Committee was asked to support the EOC proposal to relocate Offfce of Economic Opportunity Census Tapes and Program to Region IX (the Federal Region in which San Francisco is located). This is a last ditch effort, said Commisioner Giles, to get into the local area the kind of information that will continue to be useful to those working on Census data.

It was

*****m/s/c that the HRC support the EOC Proposal to Relocate Census Tapes and Program to Region IX.

It was reportedd that in the light of the Federal plan to eliminate the Office of Economic Opportunity, and of the fact that the material is available but that it is rumored that the information might be given to a private corporation, this Proposal is of great urgency.

DIRECTOR'S REMARKS

- The HRC operates on a line-item budget, for salaries, postage, printing, etc. This money by and large is not transferable. During the past year, 18 Emergency Employment Act job positions were attached to the HRC, causing a significant increase in costs of postage and telephone service. These increased costs were not covered in the original line-item budget, however. Thus the HRC must submit a supplemental budget request, to cover these extra costs, and those that will be attendant to the work of coordinating the San Francisco Fair Housing Planning Committee. This supplemental request totals $7,000.

It was

*****m/s/c that the HRC approve submission of this supplemental budget request to the City for $7,000.

- The next meeting of the Housing and Urban Development Committee will have Robert Rumsey, Executive Director of the San Francisco Redevelopment Agency, as its guest.

NO NEW MATTERS

CALENDAR MATTERS

- The next meeting of the HRC will be March 8, in the Commission Room of the Main Library, at 9:30 a.m.

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|---|---|
| Youth and Education Committee And the Emergency School Aid Act (ESAA) Advisory Committee: | Wednesday, February 28, 3:30 p.m. Cathedral House Library, Grace Cathedral 1051 Taylor Street |
| Employment Committee: | Thursday, March 15, 9:30 a.m. Cathedral House Library, Grace Cathedral 1051 Taylor Street |
| Police Liaison Committee: | Monday, February 26, 4:30 p.m. Human Rights Commission Offices 1095 Market Street, Room 509 |
| Housing and Urban Development Committee | Thursday, March 1, 12:30 p.m. Human Rights Commission Offices 1095 Market Street, Room 509 |
| Native American Advisory Committee: | Wednesday, March 14, 5:30 p.m. Human Rights Commission Offices 1095 Market Street, Room 509 |

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

3-5-73
WB:JC:be

William Becker
via Jack Casford

3/8/73
SF
480
#2

# HUMAN RIGHTS COMMISSION
# OF THE CITY AND COUNTY OF SAN FRANCISCO

## Minutes of Meeting of March 8, 1973

DOCUMENTS
MAR 2 0 1973
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*    NEXT MEETING:  March 22, 1973    *
*                   Thursday          *
*    Commission Room, Third Floor     *
*    Main Library, Civic Center       *
*              9:30 A.M.              *
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NOTE: See under the Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Louis Heilbron, Ms. Mattie Jackson, Earl Livermore, Rev. Victor L. Medearis, Louis Simon

Excused: Joseph Garcia, Leonard Kingsley, Curtis McClain, Earl Raab

Staff

Present: William Becker, Director, Johnny Brown, Jack Casford, Shone Martinez, Wayne Redus, Ms. Gail Roberts

Pledge of Allegiance

Minutes of February 22, 1973 approved.

## COMMUNICATIONS

- From David J. Sanchez, Jr., Ph.D., President, Board of Education, informing that he is disseminating HRC material (letter and resolutions pertaining to Zone Councils) to the Board for review and recommendations.

- To Governor Ronald Reagan, the HRC's formal commendation for his signing into law Assembly Bill 2284 in the last Legislative Session. The bill relates to bilingual education.

- From U.S. Senator John V. Tunney, a response to the HRC's communicated concern over Administration suspension or termination of various housing and urban development programs, and pledging his efforts on behalf of this "domestic priority."

- From George Ruge, KGO Radio, praising the FYI newsletter packet on I.Q. testing, saying its distribution will help to expand public information on a complex subject.

- From Chairman C. Julian Bartlett copies of: (1) his letter to Mayor Alioto formally acknowledging his election as Chairman of the HRC and (2) his letter, also to the Mayor, notifying him of the HRC's ad hoc committeee to determine the effects of the Federal budget cutbacks, and pledging the support of the HRC to the Mayor's efforts at the national level to forestall cuts which would affect the welfare of the City.

- Director Becker cited or read brief excerpts from a number of letters to Mayor Alioto and others from individuals and organizations supporting the HRC and its budget requests for fiscal 1973-1974:

- State Senator Milton Marks, which he had delivered in person at the Mission Area revenue sharing hearing.

- Frank Quinn, Regional Director, Equal Employment Opportunity Commission, regarding the 20-question interrogatory of a committee of the 1972

Grand Jury, which issued a report on the HRC. "As far as the EEOC is concerned, I have been unable to ascertain who completed the interrogatory and if the committee spoke to any representative of this Agency. In any event, the interrogatory is so vague, general and all-inclusive that I believe it has little meaning and cannot be used as a basis for an intelligent recommendation."

- Dr. Zuretti L. Goosby, an open letter printed in the Editor's Mail Box of the March 2, 1973, San Francisco Examiner.

- Cornelius Wall, Director, Western States Region, International Ladies' Garment Workers' Union (and a former member of the HRC) to Mayor Alioto. This letter was read in full by Director Becker..."If your goal is to spend money where you will receive the highest return on the dollar for the taxpayers, I urge you to increase the HRC budget."

- Ms. Norman Coliver, Chairman, San Francisco Chapter, American Jewish Committee, a television statement on KRON-TV.

- Carlota Asturias, San Francisco Skills Center

- Ms. Ruth Klompus, President, Board of Directors of the San Francisco Education Auxiliary.

- Gerald I. West, Ph.D., Associate Professor of Counseling, California State University, San Francisco, to William E. Goetze, Chairman, 1972 Grand Jury.

- Herb Alvarez, private citizen

- Leland S. Meyerzove, Chairman, Economic Opportunity Commission District Council No. 5, stating, in part, "in some instances the questionnaire (of the Grand Jury committee) was neither seen nor answered by actual directors or chairmen of the boards of the respective agencies..." The District Council voted January 23, 1973 to state in letters to the Board of Supervisors that "it is the consensus of the Council that the questionnaire on minorities' policies was superficially drawn and, therefore, invalidates the findings of the Grand Jury."

- Mr. and Mrs. Walter Miller, private citizens

- Arthur C. Swain, Secretary, The Archdiocesan Pastoral Council, notifying that the Council by majority voice vote expressed support for the HRC.

- Joan Kazue Kuroki, staff member, Asian, Inc., (Asian-American Service Instutute for assistance to Neighborhoods).

- Nancy Swadesh, Director, San Francisco Skills Center

- A Resolution in Support of the San Francisco Human Rights Commission, voted February 5, by the San Francisco Federation of Teachers, AFT, Local 61, AFL-CIO, transmitted by James Ballard, President.

= Christina Chen, Project Director, for the Chinatown-North Beach Family Planning Educational Services, Inc.

- Anselmo Revelo, President, Filipino-American Political Association, San Francisco Chapter, and designated spokesman of the Filipino-American Council of San Francisco, the umbrella organization of the 26 Filipino organizations in the City.

- Herbert Yarbrough, Jr., Youth Coordinator, and Michael Mischeaux, President, Oceanview Youth Council, Inc.

- John A. Folster, Chairman, National American Indian Council.

- Eugene B. Block, Executive Director, Council for Civic Unity, for the CCU Executive Committee.

- Thomas M. Plouffee, Executive Director, Region IX, American Indian Council

- Harold Smith, Secretary, Society for Individual Rights, a reiteration of support for the HRC and its funding requests previously expressed by the SIR President.

- Assemblyman Leo T. McCarthy, who authored the legislation establishing the HRC when he was a member of the Board of Supervisors.

- Belva D. Cottier, Executive Director, and Edwin M. Grijalva, Associate Director, Urban Indian Health Board,Inc.

- Selig A. Gellert, M.D., President, Sunset-Parkside Education and Action Committee (SPEAK), a long and detailed letter "as endorsed by our Citizens Awareness Project with subsequent concurrence by SPEAK'S Steering Committee."

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Chairman Bartlett commented that it was impressive to hear again so much support from agencies and individuals for the HRC.

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## COMMITTEE REPORTS

YOUTH AND EDUCATION
Sister Mary Bernadette Giles and Louis Simon, Co-Chairmen

- Report on the Venereal Disease Project -- Johnny Brown, Coordinator

Commissioner Simon prefaced this report with a brief statement on his commitment of service in his new position as co-chairman of this HRC committee.

Ms. Kathleen Sullivan, 17, a student at George Washington High School, one of 25 Health Aides working in City public and Catholic secondary schools since mid-October, 1972, in the City-Wide Youth Council's Project to Prevent the Spread of Venereal Disease Among Adolescents (funded by the U.S. Public Health Service through the Department of Health, Education and Welfare), was presented with a plaque as "Health Aide of the Month" for her achievements in the project. Ms. Sullivan expressed her thanks.

The Project's Health Aides work 10 hours per week. In addition to Aides in all the public high schools, there is one from Franklin Junior High School, three in Catholic high schools and two from community groups. The Health Aides have been very active at their school sites. Many have personnlly accompanied people to clinics for medical screenings, and held more than 4,000 one to one sessions and small group sessions. The Aides also have shown films and spoken to classes ranging from Health and Biology to English and Religious Education. The schools have been very cooperative in setting up meetings with faculty, parents and students. The Aides have distributed several thousand pamphlets, including one prepared by the City-Wide Youth Council that lists various referral agencies for VD control, family planning, and abortion. Youth are now in the process of writing their own pamphlets designed for their individual schools.

No criticism from parents or schools regarding the program has been received. The teachers and school nurses seem to be pleased to have additional help in overcoming the wide-spread apathy of youth to this most prevalent communicable disease. The Youth Council staff and many of the Health Aides have increased their number of out-of-school contacts within San Francisco. They have held meetings and programs with many E.O.C. offices, the Buchanan YMCA, Bayanihan, U.F.Y.D., Park Presidio Y.M.C.A., Western Addition Youth Defense, Potrero Hill Neighborhood Houses, Sutter Street "Y", "New Society", St. Paul'of the Shipwreck, Y.W.C.A. Blossom Program, Booker T. Washington Community Center, Westside Mental Health Clinic, Pelton Jr. High School, Horizons Unlimited and LULAC, Cameron House, the Chinatown Y.M.C.A. and Chinatown Family Planning, S.F. City College, and the Job Corps. The Health Aides have been working independently, once trained by the Public Health Department City Clinic staff.

The response to the program and to the work of the Health Aides has been most gratifying. In the remaining four months of the project, the staff is planning an overall thrust to expand its activities. April is National Venereal Disease Awareness Month. Several programs will be planned for April highlighting VD awareness; expanded public exposure is being sought.

Commissioner Simon introduced Mr. Brown

He introduced the following Health Aide Supervisors: Mr. James Louie, Ms. Susan English, Ms. Marilyn Morris, and Mr. Luis Syquia. (Mr. Carlos Duque was not present.) The Health Educator, Ms. Julia Roseman, is assigned half-time to the Project. Mr. Brown stated that the Health Aides have taken a positive and professional approach to their work, using a peer-group concept for their goals. Mr. Brown then introduced Dr. Erwin H. Braff, Acting Director, Department of Public Health, Division of VD Control, and Director of its Bureau of Disease Control and Adult Health. He described the work of the City Clinic, at 250 Fourth Street, the City's VD control facility for diagnosis and treatment. The approximately 65,000 patient visits there annually, he said, average out to 250 to 260 daily, with 1,200 to 1,400 cases of VD a month diagnosed and treated. Operations at the clinic also include epidemiological work (interviewing patients with VD, determining sex contacts they've had, and followup on laboratory tests), education-community effort (with, respectively, physicians and the community itself), and community action activity (such as the VD Project of the youth).

Dr. Braff was asked what problems the work of his unit has. He replied that the problem was two-fold: difficulty of filling positions through Civil Service procedure despite the positions being budgeted, and the imminent possibility of Federal budget cutbacks on medical and health programs. Dr. Braff stated that the City's syphilis cases were on the increase, but that the rate of increase of gonorrhea had leveled off recently. Overall, he said, the venereal disease situation in San Francisco, given the variables, is improving. He feels that there is still very little effort in preventative steps.

The next speaker was Eugene Huber, Supervisor, Health and Family Life Education, San Francisco Unified School District. Mr. Huber described the operation of the Family Life Education program at the tenth grade level, which presently is on-going in eight of the ten City senior comprehensive high schools. Theoretically, all the schools offer this program, under the conviction that the schools have a moral obligation, he said, to do preventative education. All students were required to attend this course where offered, except those excused by parental request. However, two City schools, Lincoln and McAteer (now the old Polytechnic, due to open this Fall at a new site) do not offer the course.

Mr. Huber stated that the young people now working in the VD project and those they counsel act as reinforcing members of a classroom for the teacher, in situations where there are doubts among students about

what teachers are saying. In addition, he said, the peer-group approach makes it possible to seek referral and counsel from one's own schoolmate, in whom a young person has confidence.

Carlton Crump, student body president of Benjamin Franklin Junior High School, was introduced. He distributed copies of a booklet, Stay on the Good Foot, written and produced by himself and four friends, James Sakamoto, Michael Walker, Walter Isiacysuh, and Clifford Moore. This 14-page booklet presents short essays about sexual activity, how VD is contracted, diagnosed and treated, the confidentiality for those seeking help, and the symptoms of syphilis and gonorrhea. Mr. Crump has also written skits and a play about VD, and there are videotapes on the subject. He said that the booklet contained the information he has learned from his involvement with the program and that he felt a commitment to present it to his school.

Ms. Teresita Cruz, a student at Galileo High, spoke next. Ms. Cruz is bilingual in Tagalog and English and has done a translation of the venereal disease education brochure. She does counseling of Filipino students newly-arrived in San Francisco and is working with the Bayanihan Youth Club.

Ms. Kathleen Sullivan displayed the layout of a proposed rewrite of the venereal disease brochure using cartoon-type illustrations and a text written in the vernacular that she feels will be more readily acceptable and understandable to young people. The old brochure, she said, is largely ignored outside the classroom, partially because of its technical, textbook language. She said it opens students up to see one of their own age in a rap session, giving frank answers to their questions. In an appearance recently before the Parent-Teachers Association of George Washington, Ms. Sullivan found parents asking her what they should tell their children. She said it is her conviction that children will listen to their parents before anyone else, in most instances.

Robert Archer, a student at SF City College, having graduated in January from Samuel Gompers High School, said that the program had helped combat student feelings that teachers sometimes talk down to them, as well as c creating a bond between students and their peers when there is difficulty identifying with a teacher. He noted that April 10-13 is VD Week at City College, which will feature speakers, films, and booths. He commended the HRC's City-Wide Youth Council for its work.

Kenneth Hughes, Information and Education Specialist at City Clinic, representing Don Hawkins, Administrator, expressed his pleasure at hearing about VD control in full public discussion. He stated that those involved in VD control activities for many years have looked forward to the time when this major medical problem could be brought before the public. There are intensive efforts nationally to combat VD, and he said he felt there could be no success without full public discussion and a concerted approach. No vaccine, without which no communicable disease has ever been controlled, yet exists for the prevention of VD, he said.

Mr. Brown returned to the podium to state that the VD program is planning to set up presentations on radio and television. He said that he has been greatly impressed at the evidence of young creativity that has been manifested in participation in the VD program. He sees the program as a matrix for other youth-involvement programs in the City.

Commissioner Fine suggested that the program workers may be given motivation to make community health a career.

- Proposed Resolution Urging Planning for Secondary School Desegregation - Commissioner Giles

Following a reading in full of this proposed Resolution, it was

*****m/s/c that the HRC adopt the Resolution Urging Planning for Secondary School Desegregation, urging the Board of Education to initiate immediate planning for secondary school desegregation. A copy of this Resolution in full is attached to these Minutes.

- Implications for San Francisco Schools of Changing Composition of Pupil Enrollment - Commissioner Giles

The composition of pupil enrollment has changed markedly in the past seven years. Several factors have accounted for this change; among them are the sizeable increase in Filipino and Chinese immigration, the declining birth rate, and the out-migration of families, particularly non-minority. When the overall declining of a given ethnic group results in an increase in the percentage of that group, this increase in percentage is often misunderstood to be an actual rise in the number of children.

The Youth and Education Committee has discussed the implications of "The Tipping Point" concept as outlined in a November 27, 1972, Newsweek article: "For reasons that they cannot really explain, most educators find that as long as black enrollment remains less than one-third of a school population, whites will usually hold fast. But when it rises above that figure, whites often rush to leave, and both school and neighborhood can turn almost entirely black in a flash. 'Tipping' is a self-fulfilling prophecy...People panic when they feel a majority can quickly become a minority." Youth and Education Committee discussion agreed that "the tipping point" in "panic" is a psychological phenomenon; but there is nothing sacrosanct about any given percentage. In San Francisco, no single ethnic group is a majority of the pupil enrollment; in fact, no group is yet one-third of the school population. It was the conclusion of the Committee that because of San Francisco's cultural diversity, "the tipping point" concept does not apply.

The Youth and Education Committtte discussed the implications of the changing composition of pupil enrollment. It was felt that a community information program proposal, to be submitted for funding under the Emergency School Aid Act, could help strengthen community confidence in the public schools.

Commissioner Giles stressed the reference to the need for a continuation of a community information program along the lines of the Media Program which has been terminated.

EMPLOYMENT
Rev. Alvin I. Fine, Commissioner Joseph Garcia, Co-Chairmen; Rev. George Bedford

- Status of McDonald's Negotiations - Wayne Redus

Mr. Redus reported that the negotiation session, arranged at the February 22 HRC meeting for March 6, was held, but that McDonald's had written to the HRC declining to be present. A private citizen did attend and delivered a press release statement in behalf of the McDonald's Western Regional Manager. This statement was read in full

> "It appears to us that the matters relating to our Ocean Avenue store have been taken entirely out of context by the parties and the press. Recent discussions with Oceanview-Merced-Ingleside representatives have led us to believe that they are more concerned with issues relating to labor relations than they are matters of importance to the general community in the OMI district. Because of this, we have decided not to participate in further discussions.
>
> "McDonald's firmly believes in participating and contributing to the solution of community issues. We encourage discussion with OMI representatives or any community organization on issues relating to the general community interest."

The Oceanview Youth Council has already said that it wants the HRC to continue to serve as a negotiating liaison on the issue. At this point the HRC is awaiting further communication from the Oceanview-Merced Heights-Ingleside (OMI) community organization on what it wishes the HRC to do. The matter will remain a continuing one on the agenda.

POLICE LIAISON
Rev. Victor Medearis, Chairman

- Proposed Resolution Supporting The Bay Area Chapter of the National Council for A Responsible Firearms Policy in Its Efforts to Put Restrictions on the Use of Handguns.

  This would be State legislation, requiring that all owners of handguns have an identification card as a condition of purchase and ownership of a handgun.

  Following a reading in full of the Resolution, it was

*****m/s/c that the HRC adopt it. The Resolution in full is attached to these Minutes.

DIRECTOR'S REPORT

- The HRC has worked out a joint Affirmative Action requirement with the Redevelopment Agency in connection with the Yerba Buena construction project some months ago. A part of that program had been that the Economic Opportunity Council would act as the outreach structure in the community make certain that all City communities could learn of and refer persons for job opportunities. Since that was developed President Nixon has moved to eliminate the Community Action Program which is the EOC. The HRC is now engaged in discussion with the Redevelopment Agency and community groups on how better to provide for community input. The HRC's responsibility will be to monitor those parts of Yerba Buena in which City money is involved, but it seeks as well to make sure that the community can participate in funneling people into job opportunities as they develop.

- The Media Program is now operating with a two-month extension. Ms. Barr is finishing work on a manual about the structure of the program for HEW. Mr. Becker repeated his request for assistance from Commissioners who have any ideas about private foundation funding possibilities.

- Chairman Bartlett asked about progress of the Ad Hoc Committee from its Chairman, Mattie Jackson, This Committee is working on its gathering of material on the effects on San Francisco of the Federal social programs budget cutbacks. A formal statement will be ready possibly by the next HRC meeting.

CALENDAR MATTERS

- The next meeting of the HRC will be March 22, in the Commission Room of the Main Library, at 9:30 a.m.

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|---|---|
| Housing: | Monday, March 19, 12:30 p.m.<br>Human Rights Commission Offices<br>1095 Market Street, Room 509 |
| Police Liaison: | Monday, March 12, 4:30 p.m.<br>Human Rights Commission Offices<br>1095 Market Street, Room 509 |
| Employment: | Thursday, March 15, 9:30 a.m.<br>Cathedral House Library<br>1051 Taylor Street |
| Native American Advisory: | Wednesday, March 14, 7:30 p.m.<br>Human Rights Commission Offices<br>1095 Market Street, Room 509 |
| Youth and Education and ESAA Advisory Committee: | Wednesday, March 14, 3:30 p.m.<br>Cathedral House Library<br>1051 Taylor Street<br><br>and<br><br>Wednesday, March 28, 3:30 p.m.<br>same address |

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NEW MATTERS

- Commissioner Medearis asked if there were some role that the HRC might have in the current dispute between the American Indian Movement and the Federal authorities at Wounded Knee, South Dakota. Commissioner Livermore outlined the issues in some detail. He stated his support for the goals of Indians at Wounded Knee and his conviction that long-range Indian goals can only be reached by legal, political and educational means. He said that most local activity had been on an individual basis. Director Becker stated that he had sent a personal telegram to the President urging nonviolent strategy on the part of the Federal government.

  It was

*****m/s/c that Chairman Bartlett be authorized to send wires to the Bureau of Indian Affairs and the President on behalf of the HRC urging forbearance, nonviolence and negotiation in dealing with the situation at Wounded Knee, and that Commissioner Livermore's Native American Advisory Council study the matter and bring a recommendation to the HRC if one is appropriate on what further action to take.

  Commissioner Jackson suggested that Commisioners urge organizations they have contact with to send wires to the Federal authorities expressing concern.

- Commissioner Livermore announced that the recent four-day seminar on Native-American studies in the School District had been a success.

  He announced also that a weekend basketball tournament had been held partly at St. Ignatius High School by girls from the American Indian Center, after some difficulty in obtaining a location at the School District.

REMARKS FROM THE AUDIENCE

- Ernest Kerpen, secretary of the Geary-Larkin Social and Civic Club, addressed the HRC on his views on venereal disease control, and on gun control.

- Ms. Fern Vinyard, a private citizen, asked if the HRC had found out why "foreign citizens called hippies were moved in on the people in the Haight-Ashbury District." Chairman Bartlett replied that people normally have freedom of choice where they want to live. The HRC did participate in helping assure the right of Black people in the Haight-Ashbury to participate fully in the social assistance programs in that District. This applied also to the distribution of summer jobs programs and Haight-Ashbury residents' participation in them.

- Ms. Barbara Kipp, a private citizen, stated that she believed that McDonald's employees should be able to keep their tips. She also called for nonviolence by all sides in the Wounded Knee dispute, and for legalization of prostitution.

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

Attachments: 1) Resolution Urging Planning for Secondary School Desegregation (Res. 5-73)

2) Resolution of Support in Principle of Handgun Control (Res. 6-73)

WB:JC:be
3-13-73

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco 94103
558-4901

# RESOLUTION URGING PLANNING FOR SECONDARY SCHOOL DESEGREGATION

The Human Rights Commission concurs with the recommendation of the Board of Education's Integration Committee that the Board announce itself in favor of integrating all City schools, from kindergarten through grade 12, and that it begin taking steps to make that proposed change a reality; further, that the Board should begin secondary school desegregation with or without a court order. The Commission fully supports the Superintendent of Schools in his recommendation to be presented to the Board of Education March 13th that planning begin at once.

While the thinking that a desegregation plan be held up pending the outcome of higher court deliberations of court-ordered desegregation plans in other cities is understandable, it does appear to be shortsighted. The Board of Education is urged to initiate immediate planning for secondary school desegregation in order to increase the time available for planning, to demonstrate its good faith to the court in pending matters, and to provide an integrated experience for all pupils, kindergarten through twelfth grade.

The Human Rights Commission offers its assistance in any way feasible in implementing secondary school desegregation as urged by the Board's Integration Committee and upon the recommendation of the Superintendent of Schools

Resolution 5-73
Adopted by HRC 3/8/73

copy
be 3/13/73

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco 94103
558-4901

RESOLUTION OF SUPPORT IN PRINCIPLE OF HANDGUN CONTROL

In line with the Human Rights Commission's long record of support for gun control legislation, we support, in principle, the efforts of the National Council for a Responsible Firearms Policy to introduce State legislation aimed at requiring that all owners of handguns have a special identification card as a condition of purchase and ownership of a handgun.

The HRC will always examine the specific bill before recommending a position on it.

Resolution 6-73
Adopted by HRC 3/8/73

copy be 3-13-73

1/22/73
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# HUMAN RIGHTS COMMISSION
# OF THE CITY AND COUNTY OF SAN FRANCISCO

## Minutes of Meeting of March 22, 1973

DOCUMENTS
APR 19 1973
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* * * * * * * * * * * * * * * * * * *
*    NEXT MEETING:  April 12, 1973    *
*                   Thursday          *
*    Commission Room, Third Floor     *
*    Main Library, Civic Center       *
*              9:30 A.M.              *
* * * * * * * * * * * * * * * * * * *
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NOTE: See under the Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Ms. Mattie Jackson, Leonard Kingsley, Earl Livermore, Louis Simon

Excused: Rabbi Alvin I. Fine, Curtis McClain, Rev. Victor L. Medearis Earl Raab

Staff

Present: William Becker, Director, Ms. Joan Barr, Jack Casford, Kenneth Cummins, Al Howard, Shone Martinez, Wayne Redus, Ms. Gail Roberts

Pledge of Allegiance

Minutes of March 8, 1973 approved.

## COMMUNICATIONS

- To the President, the head of the Bureau of Indian Affairs, and Russell Means and Dennis Banks, of the American Indian Movement, wires from the HRC, authorized at its meeting of March 8, 1973, expressing its concern over the events at Wounded Knee, South Dakota, and urging forbearance, patience and nonviolence in finding just and fair solutions.

- From Richard D. Hongisto, Sheriff, City and County of San Francisco, expressing appreciation of the aid for former prisoners currently being planned by the HRC.

- From Kathryn S. Blalock, President, and Virginia Jordan, Human Resources Chairman, The League of Women Voters, a copy of a letter sent to Caspar W. Weinberger, Secretary of Health, Education and Welfare, requesting consideration to problems of low-income parents and children, and mentally and physically damaged, before approving regulation changes in service programs under various titles of the Social Security Act.

- From Christian R. Holmes, IV, Administrative Assistant to U.S. Representative William S. Mailliard, forwarding a reply received from the Office of Management and Budget regarding Housing and Urban Development-assisted housing programs. The HRC had written to Mr. Mailliard expressing its concerns about suspension of subsidized housing programs. Mr. Becker read the OM&B letter in full. From the letter: "If continued at the original 1973 level through 1974 the four major HUD housing subsidy programs would have obligated the Federal taxpayer to pay $15 to $27 billion in direct Federal subsidies over the next forty years....costs... in addition to the estimated $57 to $82 billion total...commitments... already made." (Mr. Becker commented that local agencies would surely be subject to criticism if their financial projections were as vague as "$15 to $27 billion and $57 to $82 billion". ) The letter continued, "In our view, the limited achievements of the present subsidized housing programs do not justify committing the Federal taxpayer to these addional costs."

- To Dr. Steven P. Morena, Superintendent of Schools, and to the Board of Education members, transmittal of the resolution adopted March 8, 1973 by the HRC, supporting the Superintendent in his recommendation that planning for secondary school desegregation begin at once.

COMMITTEE REPORTS

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairmen

- Request for Endorsement of Senate Bill (State) 338, introduced by Senator George Moscone.

This bill would provide that Good Friday, from 12 noon until 3 p.m., no longer be an official State holiday, but that instead "Every state employee and employee of any public entity may, at his election, choose one day per calendar year as a holiday."

Wayne Redus of the HRC staff noted that many ethnic communities are expressing their desire to have significant days in their cultures (i.e. Chinese New Year's, Dr. Martin Luther King's birthday, etc.) designated as holidays from work for observances. The HRC's Employment Committee has been among public agencies approached with these concerns. The Committee feels that a Day of Consciousness would be an appropriate means in the City Civil Service, for example, by which employees could choose which day he or she preferred.

In discussion Commissioner Livermore noted that the support of the Native American community would be positive on this measure (the proposed SB 338), and cited the designation in recent years by Governor Reagan of All American Indian Day, the fourth Friday of September.

Commissioner Giles noted that the official recognition, through time off from work, of the Good Friday three-hour observance, historically had begun in San Francisco many years ago and spread throughout the nation. She expressed her opinion that if there had been real separation of church and state, the Good Friday observance would never have been legislated. She stated she wished to clarify that she was in favor of SB 338 in terms of the fact that the Good Friday designation (which the Moscone bill seeks to delete from Section 2700 of the Government Code, relating to state holidays) does give a privilege to one religious group and that there is nothing at the present time that extends that to other minority groups. At the same time, she said, it goes against her feelings about the historical allusion in San Francisco (of the observance), and she felt that the San Francisco community may react negatively to the proposal to extend this legislation to San Francisco.

It was

*****m/s/c that the HRC endorse SB 338, unanimously.

- Report on Civil Service Recruiters - Alphonso Howard

Mr. Howard is the Supervisor of the Civil Service Recruitment program of the HRC. The project began about a year ago, and established a seven-person team of Civil Service recruiters, representing the major ethnic groups in the City. The team originally was charged with recruiting qualified minority persons to apply and take examinations for positions with the City Civil Service. Because of changes in the employment pattern at Civil Service, it bacame necessary to expand referral into jobs in private business. This added dimension to the program, said Mr. Howard, has been quite successful in terms of jobs produced, and exposure given the recruiters. The latter have participated in six hiring projects, including the openings of the Hyatt-Union Square and Westbury hotels, the Christmas jobs program, coordination by the Spanish-speaking staff of the Post Office maintenance programs, and referrals to the Hyatt-Regency Hotel due to open this Spring on the Embarcadero.

Jobs have been obtained as follows:

53 --- with hotels
250 --- in Emergency Employment Act jobs slots
97 --- in Christmas jobs
105 --- in Limited Tenure City Civil Service
100 --- in other private placement
118 --- in Neighborhood Youth Corps
120 --- in the Post Office Program for the Spanish-Speaking
255 --- on permanent lists or already working in City Civil Service positions.

The total of positions obtained by this program is 1,103, Mr. Howard announced.

*****Mr. Howard was asked to provide an ethnic breakdown of those placed in positions through this program.

Chairman Bartlett commended Mr. Howard on his report, personally and on behalf of the HRC.

- Request for Endorsement of Application to the San Francisco Foundation for Funding on Affirmative Action Evaluation Study - Director Becker

On January 11, 1973, the HRC authorized staff to develop (through the Program and Planning Committee) a proposal to provide staff to do an independent study of what the crucial aspects of an affirmative action program are in terms of effectiveness. This will set up an independent committee, composed of employers, a labor representative, and community people, to review the findings of the study staff and look at what various Federal agencies, the HRC, and others are doing in the field, in order to determine what are the vital steps in affirmative action work. This proposal has been worked out by Director Becker, Gail Roberts, Wayne Redus, and Commissioner Earl Raab. The San Francisco Foundation requires that the HRC formally authorize application for funding, in addition to authorization to prepare the proposal.

It was

*****m/s/c that the San Francisco Human Rights Commission authorize staff to apply to the San Francisco Foundation for funding for "A Study and Evaluation of Affirmative Action Procedures" and that it will assume responsibility for carrying out the goals of the project through the mechanisms described in the proposal.

Mr. Becker explained that the HRC would be responsible for handling fiscal aspects of the study and selection of the staff and evaluation committee, while the committee would have the responsibility for the findings of the study.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairman

- Committee Report

The most recent meeting was March 19, at which time work continued on preparing a draft of a fair housing ordinance for the City. The draft will be referred for reactions from housing groups in the community. The Housing Committee hopes to have the proposed ordinance for discussion by the HRC in approximately a month.

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairmen

- San Francisco Alliance for Education: Lee Robinson, President of the Board of the Alliance, and Public Relations Officer with Western Electric Company.

Mr. Robinson was introduced by Commissioner Simon. He said the Alliance had been formed about six weeks ago to "provide access to the resources of San Francisco to the educational organizations in San Francisco in order to improve and advance education at all levels." Its major members

are the San Francisco Industry-Education Council (SFI-EC), the Chamber of Commerce and Project CITY. (The HRC had endorsed the latter in 1972.) This project no longer exists.) The Chamber provides a fulltime director, James Haynes, and other services. The objectives are:

-- To establish relevance between school and work
-- To motivate students to better use their educational opportunity
-- To provide factual input to students about the goals and operations of "business establishments" and public institutions
-- To offer opportunities for students to...(learn about) career opportunities in the private and public sectors
-- To prevent drop-outs (actual and emotional)
-- To improve academic performance
-- To increase the involvement of employers in curriculum design
-- To supply more volunteer tutors from private and public employers
-- To provide factual input to employers about the hopes and expectations of youth.

Other objectives relate to teachers and counselors, vocational education, business expertise in helping administrators at schools, etc.

The Alliance, said Mr. Robinson, has such programs as:

-- work-experience, both paid and unpaid (observing employees on the job)
-- career information
-- tutoring
-- teacher-counselor programs
-- school administrator programs

Mr. Robinson responded to comments from Commissioners following his presentation. Commissioner Livermore asked if the Board of Trustees was representative of groups who would relate to the problems of school children. Mr. Robinson said both the Superintendent of Schools and the Chancellor/Superintendent of the Community College District are members. Commissioner Giles asked if junior high students would be involved in Alliance programs. Mr. Robinson stated that last year's Project CITY had 700 student participants, some of whom were junior high students and that the Alliance hoped to continue their participation.

Director Becker stated that it was important for the HRC to support the efforts of business on the educational front. The HRC, he noted, has been deeply involved in the sometimes frustrating area of the relationships between the business community and the schools. He noted that the Alliance program has a unique opportunity to give special assistance to students who are not going to go directly to college, but who are in need of help in starting work careers immediately after high school. We are, he said, terribly behind the times in developing a relationship between business and educational institutions, and between labor and education He urged that the Alliance keep in close touch with the HRC to let it know how it can assist its work.

It was

*****m/s/c that the HRC endorse and cooperate with the San Francisco Alliance for Education.

Mr. Robinson is now a member of the HRC's Youth and Education Committee.

- Request for Authorization to Submit Community Information Program Proposal Under Emergency School Aid Act.

This proposal, utilizing the experience of the highly successful Media Project (funded 12/17/71 to 3/31/73 through the Emergency School Assistance Program), will focus on presenting a balanced and accurate portrayal of the implementation of elementary school desegregation and the planning of secondary school desegregation and on stemming the exodus of pupils from the San Francisco public schools. The professional staff of three, supported by a twelve-month budget request of approximately sixty-five thousand dollars, will work with the mass media, the San

Francisco Unified School District, and the community, to develop balanced and accurate institutionalized coverage of school desegregation. The staff will work intensively within San Francisco's diverse communities utilizing their information sources such as neighborhood newspapers and organizational newsletters, and will attend gatherings including group and church meetings. The purpose of these activities will be: to provide a credible conduit for school information and community concerns, to stem the exodus of pupils by correcting fallacies regarding different ethnic groups and the performance of education, and to help improve educational deficiencies noted by the communiyy.

The advisory committee, mandated by the U.S. Department of Health, Education and Welfare, has advised, counseled, and supported the Human Rights Commission and the staff on the conceptualization, development and, hopefully, operation of the community operation proposal.

It was

*****m/s/c that the HRC authorize and direct its staff to prepare and submit a community information proposal under the Emergency School Aid Act by May 2, 1973 for funding for the fiscal year beginning July 1, 1973.

POLICE LIAISON
Rev. Victor Medearis, Chairman

- Recommendations Resulting from Tour of the San Bruno Jail Facility - Commissioner Livermore

On March 5, 1973, the HRC, Police Liaison Committee, staff and Commissioners toured the San Bruno Jail Facility.

The HRC has long been concerned with the protection and dignity of human rights for all citizens and has always maintained a deep interest in the effect of the criminal justice system upon society.

The following recommendations have resulted from observations and personal exposure to existing conditions prevailing at the San Bruno Jail Facility. Because these conditions have a direct influence on the success of any rehabilitation program:

- It is recommended: That in order to alleviate the monotony that is prevalent among individual inmates, the recreational program, with proper and adequate supervision, should be expanded,

- That food be adequate and that careful consideration given to the administration of the food program,

- That salary based on incentives be provided to retain and improve the quality of personnel in the Sheriff's Department,

- That steps be taken to correct the inadequate facilities which prevent inmates from taking daily showers. Presently they are allowed only two showers weekly.

- That the Sheriff's Department be given continuous support in improving the various educational, social, and employment programs in the Jail Facility.

It was

*****m/s/c that the HRC adopt the above recommendations.

SOCIAL PROGRAMS
Mattie Jackson, Chairman

- Ad Hoc Committee to Study Federal Cutback Recommendations

This Committee was asked on February 8, 1973 by Chairman Bartlett to study the effects of the Federal social programs cutbacks outlined in the

President's projected budget as they would fall on San Francisco, and to make recommendations.

This Committee was charged with assessing what the prospective impact would be on the HRC programs and areas of expertise. It was given the flexibility to confer immediately with City officials and legislators, and to participate with any coalition that may be formed in the community to outline action to be taken.

This study has been made. The Committee has found:

That San Francisco will lose an estimated $35 million in Federal Aid, although estimates range as high as $44 million. This would be accomplished by:

- cutting $5 million from the Economic Opportunity Council
  $3 million from Model Cities
  $1 million from Welfare
  $5.5 million from the Emergency Employment Act program
  $20 million from the Redevelopment Agency

Jeopardized would be still uncompleted Redevelopment projects as Yerba Buena Center, Hunters Point, India Basin Industrial Park, and Western Addition renewal.

The Federal government is carrying out these cutbacks in three ways: by administrative changes in regulations (particularly in the Department of Health, Education and Welfare programs), by impounding already-appropriated monies, and by other executive acts, in addition to proposed legislative changes.

The Committee agrees with many other spokesmen in the nation who believe that in a rational approach to social change no program should be cut, limited or eliminated until the reasons for such actions are justified in terms of performance, potential and alternatives. Few will insist on the retention of all government programs in the areas of health, education, welfare, housing, etc., in their present forms indefinitely. All programs can benefit from review and reassessment. But it is folly to make wholesale elimination of basic services without having alternative programs to replace their basic intent--which is all the way from the alleviation of suffering to the provision of means for self-support.

The Committee is deeply concerned what community tensions, arising from the age-old causes of poverty, frustration, hunger, anxiety, etc., will be exacerbated inevitably by the precipitous, even brutal cuts in services. Thousands of San Franciscans--single people and families--have found some measure of stability through child care, job training, housing, and other programs. Their reaction most certainly is bound to increase tensions in the City.

The Committee therefore recommends to the HRC that it formally and with urgency:

- reaffirm its support of Mayor Alioto in his continuing efforts at the Washington level to forestall these cuts.

- call on Congressmen Phillip Burton and William S. Mailliard to join the Mayor in his efforts, and undertake on their own a vigorous effort on a priority basis to represent the needs of their constituents of San Francisco.

- to make known its conviction that local communities and groups not dissipate their energies in in-fighting for local funds, but concentrate on making known forcibly and unmistakably in Washington, where these decisions are being made, that they protest the cuts.

Commissioner Jackson reported that the Committee was in direct contact with U.S. Representative Phillip Burton in doing its study, and with local officials, such as the director of the Food Stamp Program. The latter program, it was assured, would not be affected by proposed cutbacks.

She noted great concern expressed about proposed changes in regulations affecting the child care programs. There is a great deal of uncertainty in all areas, she noted, because of day-to-day changes in assistance decisions. Some programs have been extended to June; others extended past then. For example, it has just been announced that the Neighborhood Youth Corps program will be re-funded for the summer jobs, but with money from the Emergency Employment Act Program.

Commissioner Heilbron asked that the Committee continue a concern that programs be financed to the degree possible from some of the (revenue-sharing) funds made available to the City. It was reported by Jack Casford that on March 21 he had learned that the City has already designated some $15 million, some of it to make up departmental deficits, of its approximately $24 million revenue-sharing to be spread out over 18 months, leaving at present some $9 million to meet the requests made by City departments.

Director Becker noted that it will be difficult to know exactly what Washington's priorities will be. He cited the fact that the announced refunding of the NYC will have to come out of Emergency Employment Act money, thus requiring the City to decide if it will lay off those adult workers to provide for summer youth jobs. Included in EEA job loss would be the HRC's seven Civil Service recruiters, who reported today. The Federal government's placing on the cities the problem of choice in the use of revenue-sharing money, he said, means that local people will be involved increasingly in frictional relationships.

It was

*****m/s/c that the HRC adopt the three-part recommendations of the Social Programs Committee as outlined above. The full Resolution is attached to these minutes.

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Chairman Bartlett extended the congratulations of the HRC and staff to Commissioner Louis Heilbron, recently named one of the Most Distinguished Ten of the Bay Area for 1972 by the San Francisco Examiner, which presented him with one of the Phoebe Apperson Hearst Awards, made annually to civic leaders.

It was

*****m/s/c that the HRC adopt a Resolution of congratulations and commendation to Commissioner Heilbron.

DIRECTOR'S REMARKS

- Mr. Becker expressed the thanks of the HRC to Ms. Joan Barr for her work on the Media Program now ended. She has completed the guidelines Manual.

- The HRC's Zone Council Resolution sent to the Board of Education has elicited a response from David Sanchez, President of the Board, and members Dr. Eugene Hopp, and Dr. Lee Dolson. Evidently, said Mr. Becker, the Youth and Education Committee has come forth with an action that met a great need and brought forth positive reaction, as evidenced by these responses.

- In affirmative action compliance work, when an employer is not in compliance, he is always offered an opportunity for an informal meeting with staff to work out the problems, rather than a formal hearing before commissioners. Most employers request this informal conference. Such a meeting was held March 21 with a bank; a similar meeting is scheduled this day (March 22) with a construction sub-contractor. These meetings are being reported to keep commissioners informed of this kind of on-going work. Some 20 to 25 such informal compliance meetings have been held in the past year.

CALENDAR MATTERS

- The April meetings of the HRC will be April 12 and 26.

| | |
|---|---|
| - Employment | Thursday, April 19, 9:30 a.m.<br>Cathedral House Library<br>1051 Taylor Street |
| - Youth and Education and Emergency School Aid Act | Wednesday, March 28 and<br>Wednesday, April 4, both at 3:30 p.m.<br>Cathedral House Library<br>1051 Taylor Street |
| - Housing and Urban Development | Thursday, April 5, 12:30 p.m.<br>HRC Offices<br>1095 Market Street, Room 509 |
| - Native American Advisory | Tuesday, April 3, 5:00 p.m.<br>HRC Offices<br>1095 Market Street, Room 509 |
| - Police Liaison | Monday, April 2, 4:30 p.m.<br>HRC Offices<br>1095 Market Street, Room 509 |
| - Social Programs | Tuesday, April 3, 10:30 a.m.<br>HRC Offices<br>1095 Market Street, Room 509 |

NO NEW MATTERS

REMARKS FROM THE AUDIENCE

- Mrs. Geraldine Johnson expressed her misgivings about pledges from State and Federal authorities that childcare centers will be retained.

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

Attachments: 1) Civil Service Recruiters Placement Report
2) Resolution on Proposed Federal Budget Cuts' Effect on San Francisco (Res. 6-73)

WB:JC:be
copy 3-30-73

CITY AND COUNTY OF SAN FRANCISCO

M E M O R A N D U M

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market St. - #501
San Francisco, CA 94103
558-4901

To: H R C Commissioners

Date: March 22, 1973

From: Al Howard
Supervisor, Civil Service Recruitment

Re: Civil Service Recruiters Placement Report

Attached is the ethnic breakdown of total job placements made by the Civil Service Recruitment staff. Page one contains the numerical data, and page two contains percentage data relative to civil service placements made from the minority communities of San Francisco.

The 1971 Civil Service employment survey showed that employment of Spanish Origin persons by the City remained at 3.5%. The 1970 census showed San Francisco's Spanish Origin population to be 14.2%. This is the most obvious deficiency of any of the City's minority groups. At a meeting of department heads in February, the Mayor emphasized this situation by calling for affirmative action to increase the role in city employment of minorities in general, and people of Spanish Origin in particular. The percentage data clearly shows that our recruitment staff has contributed significantly to this effort.

AH:avs
attachment
copy be 3/29/73

CIVIL SERVICE RECRUITERS PLACEMENT REPORT

| Ethnic Identification | Recruiter | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | Ethnic Totals |
|---|---|---|---|---|---|---|---|---|---|---|
| Native American | D. Amerson | 30 | 15 | 8 | 10 | 11 | - | 4 | 13 | 91 |
| Spanish Surnamed | L. Escobar | 26 | 27 | 14 | 24 | 12 | 62 | 5 | 13 | 183 |
| Spanish Surnamed | J. Fabiani | 30 | 65 | 14 | 14 | 11 | 63 | 6 | 13 | 216 |
| Black | A. Howard | 50 | 53 | 36 | 17 | 20 | - | 10 | 13 | 199 |
| Chinese | A. Ja | 63 | 42 | 12 | 7 | 19 | -- | 20 | 16 | 179 |
| Filipino | C. Lamadora | 26 | 43 | 15 | 10 | 10 | - | 4 | 40 | 148 |
| Japanese | G. Marutani | 25 | 10 | 6 | 18 | 14 | - | 4 | 10 | 87 |
| PROGRAM TOTALS | | 250 | 255 | 105 | 100 | 97 | 125 | 53 | 118 | 1,103 |

1 Emergency Employment Act

2 Permanent Civil Service

3 Limited Tenure

4 Private Placement

5 Xmas Project

6 Spanish Speaking Post Office Program

7 Hotel (Hyatt and Westbury)

8 Summer Youth Program

AH:avs
copy be 3-29-73

CIVIL SERVICE RECRUITERS PLACEMENT REPORT

| Ethnic Identification | Recruiters | 1 | 2 | 3 | Ethnic Totals |
|---|---|---|---|---|---|
| Native American | D. Amerson | 12.0% | 5.9% | 7.6% | 8.3% |
| Spanish Surnamed | L. Escobar | (10.4%) | (10.6%) | (13.3%) | (16.6%) |
| Spanish Surnamed | J. Fabiani | (12.0%) | (25.5%) | (13.3%) | (19.6%) |
| Spanish Surnamed TOTAL- | | 22.4% | 36.1% | 26.6% | 36.2% |
| Black | A. Howard | 20.0% | 20.8% | 34.3% | 18.0% |
| Chinese | A. Ja | 25.2% | 16.5% | 11.4% | 16.2% |
| Filipino | C. Lamodora | 10.4% | 16.8% | 14.3% | 13.4% |
| Japanese | G. Marutani | 10.0% | 3.9% | 5.8% | 7.9% |
| PROGRAM TOTALS: - | | 100.0% | 100.0% | 100.0% | 100.0% |

1. Emergency Employment Act

2 Permanent Civil Service

3 Limited Tenure

AH:avs
copy be 3-29-73

RESOLUTION ON PROPOSED FEDERAL BUDGET CUTS' EFFECT ON SAN FRANCISCO

WHEREAS, the Human Rights Commission's Social Programs Committee study has shown that San Francisco will lose an estimated $35 million in Federal Aid, although estimates range as high as $44 million. This would be accomplished by:

- cutting $5 million from the Economic Opportunity Council
  $3 million from Model Cities
  $1 million from welfare
  $5.5 million from the Emergency Employment Act Program
  $20 million from the Redevelopment Agency

Jeopordized would be still uncompleted Redevelopment projects as Yerba Buena Center, Hunters Point, India Basin Industrial Park, and Western Addition renewal.

WHEREAS, the Federal government is carrying out these cutbacks in three ways: by administrative changes in regulations (particularly in the Department of Health, Education and Welfare programs), by impounding already-appropriated monies, and by other executive acts in addition to proposed legislative changes; and,

WHEREAS, the Human Rights Commission agrees with many other spokesmen in the nation who believe that in a rational approach to social change no program should be cut, limited, or eliminated until the reasons for such actions are justified in terms of performance, potential and alternatives. Few will insist on the retention of all government programs in the areas of health, education, welfare, housing, etc., in their present forms indefinitely. All programs can benefit from review and reassessment. But it is folly to make wholesale elimination of basic services without having alternative programs to replace their basic intent--which is all the way from the alleviation of suffering to the provision of means for self-support.

WHEREAS, the Human Rights Commission is deeply concerned that community tensions, arising from the age-old causes of poverty, frustration, hunger, anxiety, etc., will be exacerbated inevitably by precipitous, even brutal cuts in services.

Thousands of San Franciscans--single people and families--have found some measure of stability through child care, job training, housing, and other programs. Their reaction most certainly is bound to increase tensions in the City;

NOW, THEREFORE, BE IT RESOLVED that the Human Rights Commission formally and with urgency:

-reaffirms its support of Mayor Alioto in his continuing efforts at the Washington level to forestall these cuts.

-calls on Congressmen Phillip Burton and William S. Mailliard to join the Mayor in his efforts, and undertake on their own a vigorous effort on a priority basis to represent the needs of their constituents of San Francisco.

-makes known its conviction that local communities and groups not dissipate their energies in in-fighting for local funds, but concentrate on making known forcibly and unmistakably in Washington, where these decisions are being made, and that they protest the elimination of any programs until there are substantive alternative programs that will better meet the needs of the poor.

Resolution No. 6-73
Adopted by HRC 3/22/73
JC:pa

4/12/73

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of April 12, 1973

* * * * * * * * * * * * * * * * * * * *
* NEXT MEETING: April 26, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * * *

NOTE: See under Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding); Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Ms. Mattie Jackson, Earl Livermore, Curtis McClain, Rev. Victor L. Medearis

Excused: Leonard Kingsley, Earl Raab, Louis Simon

Staff

Present: William Becker, Director, Jack Casford, Stanley Lim, Shone Martinez, Greg Marutani, Wayne Redus, Renee Thompson

Pledge of Allegiance

Minutes of March 22, 1973 approved.

COMMUNICATIONS

- From State Senator George R. Moscone, a copy of his letter to Mayor Alioto, affirming his support for the HRC's 1973-1974 budget request.

- From John F. Crowley, Secretary, San Francisco Labor Council, a copy of his letter to Mayor Alioto, also backing the HRC's budget request.

- From Floyd L. Pierce, Regional Civil Rights Director, expressing his disagreement with a report by the 1972 Grand Jury subcommittee that the HRC is duplicating the activities of other government agencies. Mr. Pierce referred to the questionnaire used as a partial basis by the subcommittee in its findings and commented, "As far as the Office of Civil Rights of the U.S. Department of Health, Education, and Welfare is concerned I have been unable to ascertain who completed the questionnaire and if the committee spoke to any representative of this office. In any event I find the questionnaire to be so vague, general, and all-inclusive that I believe it is of little value if any and cannot be used as a basis for such an important recommendation."

- From Harold Smith, Secretary and Deputy Police Director for Local Affairs, Society for Individual Rights, a copy of his letters to Mayor Alioto and Sheriff Richard Hongisto, commending a revenue-sharing allocation to the HRC by the Mayor, and urging authorization of the full HRC budget request.

- From Leandro P. Soto, Executive Director of the Organization for Business, Education, and Community Advancement (O.B.E.C.A.) Arriba Juntos Center and a member of the 1971 Grand Jury, copy of his letter to Supervisor Robert Mendelsohn, Chairman of the Board of Supervisors' Finance Committee in support of the HRC..."there is no other agency...in the City...doing the work of the Human Rights Commission..."

- From Arthur B. Padilla, Manager, State Department of Human Resources Service Center, a copy of a supportive letter sent to Mayor Alioto, the Chronicle, the Examiner, and William Goetze, Foreman, 1972 Grand Jury.

- To Mayor Alioto, transmittal of the HRC's Resolution on the Effects of Federal Budget Cuts on San Francisco, voted March 22, 1973, on recommendation of the Social Programs Committee, and backing the Mayor's efforts in Washington to forestall these cuts in social programs.

- From U.S. Representative William S. Mailliard, copies of replies from Marianne C. Polk, Senior Assistant for Legislative Affairs, to the U.S. Department of Housing and Urban Development, an inquiry from Director Becker to Mr. Mailliard concerning Administration action on Federally-Assisted Code Enforcement (FACE), public housing, and other HUD-assisted housing. Mr. Becker read pertinent sections of two letters from Ms. Polk which included the statement that "the decision has been made not to provide funds for new Code Enforcement programs this fiscal year" and "...the existing San Francisco Face program has exhausted our present allocation of funds." Director Becker commented that while these replies did state the HUD position, they gave less of an indication what Mr. Mailliard's position is.

- From Marvin Franklin, Assistant to the Secretary for Indian Affairs, U.S. Department of the Interior, a form letter response to the HRC's communicated position regarding the situation at Wounded Knee, South Dakota. (The HRC urged forebearance, nonviolence, and negotiation of the dispute.) Enclosed was a statement by Secretary of the Interior Rogers C.B. Morton.

## COMMITTEE REPORTS

**EMPLOYMENT**
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairmen

- Affirmative Action at the Bay Area Rapid Transit District (BART)

Commissioner Fine prefaced the formal presentations by the BART Black Caucus (an employee organization at BART with Black and other minority members), Gordon Olsen, BART Director of Personnel, and Booker T. Anderson, Chairman of the BART Minority Employment Advisory Panel, that as BART becomes more operational it becomes even more important that the HRC maintain a steady flow of information. The San Francisco Human Rights Commission made initial contacts with BART management regarding affirmative action in employment when it was in construction. Our affirmative action concern is now with the operational stage, with permanent staff. A two-page summary of the Ethnic Data as of February 28, 1973 (breakdown by race of the workforce, professional, clerical, hourly) of BART was included in the Commissioners' packets.

HRC Coordinator of Employment Wayne Redus introduced the speakers. Mr. Redus noted that the HRC's Principles for Affirmative Action in Employment, adopted in March of 1972, contain a statement commending BART's earlier affirmative action statement as a "model for understanding the principles involved." The HRC Employment Committee presently is reviewing its Principles statement and so wants to update the record of BART.

Introduced were: Mr. Howard Lewis, and Ms. Charlene Daigre of the BART Black Caucus. Mr. Lewis spoke first. He is a Foreman II, working at the Rolling Stocks and Shop at BART's Hayward Yard. Ms. Daigre is a Passenger Service Representative at BART.

Mr. Lewis explained the origin and purpose of the Caucus, which has been in existence for approximately three years. Its concerns about BART are NOT regarding hiring of a proportionate number of minority people, but that it failed to have an affirmative action employment program for promotion to all job levels, particularly to BART's top 53 decision-making positions. These positions determine awarding of contracts, make and implement hiring and firing policy, and set regulations for affirmative action.

Mr. Lewis said that in his opinion BART has an affirmative action statement, but not an affirmative action program.

He charged that minority employees are concentrated at lower-level positions in BART. Considerations of concerns of the Black Caucus include: how well BART is serving the minority community how hard it is for residents to use BART, to pay the fare schedule, how hard it is for minority people to obtain entry-level positions, what training programs address themselves to minorities, training programs for upward mobility of present minority employees, etc. Mr. Lewis charged that BART's current Managerial Improvement Program is the result of what it calls "harassment" by the Black Caucus. The program, said Mr. Lewis, has no guidelines for selection of participants, or what happens to them after they complete it, i.e. promotion.

To BART's claim that it has been unable to find qualified technicians and higher-level personnel within the three counties' minority communities, and hence has had to promote from within, Mr. Lewis stated that he frankly found this hard to believe.

Mr. Lewis said that to the Caucus, the fact that a problem in affirmative action employment exists is evidenced by the designation of a three-man Minority Employment Advisory Panel (chaired by Rev. Booker T. Anderson, Vice-Mayor of Richmond, with members Frank Ogawa, Vice-Mayor of Oakland, and Carlos Carillo, President of the Mission Coalition) to study whether there is discrimination and employment "discrepancies" in BART.

The Black Caucus has submitted its proposal for correction of the discrepancies as it views then both to the BART Board of Directors and to the Minority Employment Advisory Panel.

Another concern of the Caucus is the present grievance procedure within BART. The progression of an employee grievance rises through supervisory levels to the BART General Manager and, if unresolved there, goes to BART's Labor Relations Department. But, he charged, employees find that arbitrators often are the same people who have already dealt with a case earlier down the line.

Mr. Lewis stated that BART has made some changes in response to the Black Caucus, that these changes have been for the better and are much appreciated. He stated also that job responsibilities are now two-fold--technical ability plus social awareness. A person must be sensitive to the needs of the minority community that is served, and to the needs of minorities working within BART.

Mr. Lewis referred to several charts in his presentation. He stated that the data on them, however, was one year old. One chart showed an organizational makeup of the top-paying ($20,000 a year and up) decision-making positions. Mr. Lewis said that only one position was held by a Black, that of Director of Passenger Services. Mr. Lewis charged that although the incumbents in these positions may well be highly qualified technically, that there are areas of insensitivity in those areas previously mentioned.

Ms. Charlene Daigre spoke next. She outlined details of the proposal submitted to the BART Board of Directors and management for correction of the minority employment deficiencies as identified by the Black Caucus.

The Caucus has recommended that the following decision-making positions be created and filled by minorities:

1. Equal Employment Opportunity Officer to be responsible for overseeing and screening BART employment practices, and reporting to the Assistant General Manager of Administration.

2. An Assistant General Manager of Employee and Community Relations, concerned with the needs of employees, with emphasis on minorities.

3. A Community Relations Department, under the Assistant General Manager of Employee and Community Relations, concerned with the needs of minorities and the community as a whole.

4. A Minority Consultant (under the Assistant General Manager of Operations and Engineering), who would be responsible for the technical employee force, (janitors, technicians, etc.) where 80 percent of the minorities are employed. This coordinator would be responsible for seeing that equality and justice prevail in this area.

Gordon Olsen, Director of BART Personnel, was introduced. Mr. Olsen spoke to the HRC in 1972 on the status then of affirmative action and equal opportunity programs. This report was in the form of an updating of this information rather than a response to the Black Caucus presentation. Mr. Olsen stated in full the commitment of BART in its Policy Statement on Affirmative Action cited earlier in this meeting. He said that at the top level there is not yet adequate minority representation, but that it "is happening and it will happen".

In January of 1972, BART had a workforce of 682, 28% minorities. The breakdown was:

| | |
|---|---|
| Black | 14.3 % |
| Latino | 5.3 |
| Oriental | 3.96 |
| Others | 3.81 (Filipino, Indonesian, Polynesian, etc.) |

The job level breakdown was:

| | |
|---|---|
| Hourly workers | 37.3 % |
| Office and Clerical | 32.26 |
| Managers, Administrators, Supervisors, Professionals (called "Exempt" in that they do not come under Fair Labor Relations Law) | 18.63 |

As of March 31, 1973, the BART workforce was 1,267, 34.85% minority (an increase of 7%)

| | |
|---|---|
| Black | 18.23% |
| Asian including Filipino | 6.48 |
| Spanish-surnamed | 8.53 |
| American Indian | .63 |
| Others | 1.3 |

The job level breakdown was:

| | | |
|---|---|---|
| Hourly | 40.65% | 40.65% |
| Office and Clerical | | 33.97 |
| Managers, Administrators, etc. | | 25.84 |

Mr. Olsen reported that in the salary ranges of $17,000 and up, (upper-middle and upper management) 12% of the BART staff of 59 are minorities (6) and/or women (1).

In the hourly wage level, 163 of the 269 minorities are in the skilled trades (journeymen craftsmen, train attendants, station agents).

Mr. Olsen said that BART is still planning to reach the goal for minority participation spelled out in its original commitment by the time it is

fully operational in the three Bay Area counties. He said that minorities on the BART staff are moving upward faster than Whites. Mr. Olsen said he could, if requested, later provide statistics showing that the promotional rate for minorities on the workforce was higher than for other groups.

In addition to its employment activities, BART has recently instituted through a central training unit a crash training program for station and train attendants. The training unit intends, he said, to provide employees "with opportunities for personal growth and development consistent with the stringent budget limitations" of the Distrcct. In addition there will be ultimately an on-going supervisory training program for all first-line and second-level supervisors. The District is developing a mid-management training program as well.

Asked about the dissemination of information about the promotional and training programs within the BART workforce, Mr. Olsen replied that the program intends to do this, but that it was a valid criticism that BART has not in the past done the kind of counseling it would hope to do.

In addition there is a Management Development Program, not available to all, designed to seek out those people who appear most promising for promotion to managerial spots. Six persons are now taking part in this program. Of the six, two are Black, one is Filipino, and of the three whites, one is a woman.

In the hourly job levels, BART has started a job training program, hiring experienced, qualified people "off the street" to get the system going. There have been difficulties hiring experienced electronic technicians. On April 9, a program started with 10 persons: three are Black, two are Asian, and five are White. At completion, they will be promoted to journeymen.

Revision and updating of the BART Affirmative Action Policy is underway. Consultation is being carried on with the Fair Employment Practica Commission's Affirmative Action Counselor, the Urban Mass Transportation compliance staff, etc. The BART Affirmative Action Program will be distributed to all employees and widely in the community. It will be submitted to the Minority Advisory Panel before it is published.

BART is continuing efforts to give handicapped persons employment opportunities.

Following the Federal guidelines for what are "disadvantaged" persons, BART has now on the job 107 who came under these criteria.

- Commissioner McClain commented that Mr. Olsen's presentation indicated that BART is undertaking an extensive program, but that if these steps have taken place since the press conference of the Black Caucus a year ago (with the problem areas as outlined to the HRC today), there is a "missing link" or lack of communication somehow. This makes for some confusion as far as what the HRC, and himself, can understand about the present status of affirmative action in BART.

Commissioner Fine said that the Employment Committee has no further information other than what was presented at this meeting.

Commissioner Jackson asked how BART recruits people for its upper-level and managerial positions if, as the Black Caucus has charged, there are virtually no minority people filling them and if, as Mr. Olsen has said, they have difficulty finding qualified people for them.

Mr. Olsen said it was difficult to pinpoint an answer to this question. They were in a hurry in 1966 to get construction under way. They needed experienced, qualified people. He recruited a controller through a management-placement firm. He specified that they desired a minority person for the job, but the management-placement firm reported itself unable to find a qualified minority at that time. He said that in 1964 and 1965, qualified minority people found much more opportunity in the private sector. In the Personnel Department, Mr. Olsen hired a

minority man from a Bay Area city. The man remained three months and left when a higher-paying position offer came that BART could not meet.

Commissioner Livermore took exception to what he termed a "paternalistic" tone in some of Mr. Olsen's remarks, i.e. "our minorities", but said that his presentation showed some admirable steps in the way of training programs. Mr. Olsen stated that the position of BART was that it would not set aside a separate minority management training program but include minorities as part of the overall program.

Commissioner Fine stated that the Employment Committee will continue to stay in close touch with this matter and verify and update statistical reports.

*****Chairman Bartlett asked that the Employment Committee try to clarify the points of differences between the two presentations on affirmative action as they were noted by Commissioner McClain.

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HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairman

Report postponed to the April 26 HRC meeting.

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Rev. Booker T. Anderson, Vice Mayor of Richmond and chairman of the Minority Employment Advisory Panel, next addressed the HRC. He reviewed the establishment of the Panel by Wiliiam Chester, President of the BART Board of Directors, and the charge to survey the recruitment, hiring, training and promotion policies of BART in relation to minorities, women and the handicapped. The Panel is to report on its findings within 90 days. However, the Panel will need an extension of this time limit, he said. A series of meetings has been initiated to make this survey. He praised the creative and diligent work done to date by managers, developers, and staff to build the BART system. He noted that the criticisms by both minority employees and community people have included those that BART has used informal quotas in hiring of minorities, criticisms of its recruitment, hiring, and promotion policies, and the need for fair and adequate grievance procedures. The Panel intends to act as impartial judges regarding these charges. If evidence supports these charges, it will make recommendations for correction. Where praise is deserved, it will be given. The Panel is interviewing District employees, holding employee caucuses, and meeting community minority groups. Three of four planned meetings have been held. The Panel has seen some BART departments with and some without representative ethnic workforces. But it holds, at this point, that BART must seek qualified, experienced personnel for all levels of employment.

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At this point in the meeting members of the newly-formed Santa Clara County Human Rights Commission, visitors to the HRC, were introduced. They are: Ms. Betty Sellers, Chairperson; Commissioner Jean Cushman; and Frank Escobar, the Executive Secretary.

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POLICE LIAISON
Rev. Victor Medearis, Chairman

- Proposed Resolution on the Renaissance Association

HRC Community Organizer Shone Martinez read the proposed Resolution in full, and before action was taken on it (it had been submitted in advance to the HRC), introduced Ric Hyland, President of the Renaissance Association.

Mr. Hyland stated that the Community Correctional Coordinating Center has been in operation since October of 1972. Volunteers are working on providing services to persons recently released from penal institutions. (This is an areain which the HRC has shown concern for some time.)

The Association originated with discussions between law enforcement representatives and persons working with former offenders, seeking to work cooperatively. One of the planks of Sheriff Hongisto's 1971 campaign was establishment of a re-entry center. Under the auspices of the Adult Treatment and Rehabilitation Task Force of the Mayor's Criminal Justice Council, regular meetings began to devise a structure for a cooperative approach to this kind of work. The Coordinating Council of the Renaissance Association, Inc., is that body. Some 30 agencies and community groups are participants. Each group has two votes. The Community Correctional Coordinating Center was established, designed as a single re-entry facility, combining all the services available to ex-offenders in one location. Employment is the major focus, plus coordination of the existing resources in the community to avoid duplication. A request has been made to the Board of Supervisors for a revenue-sharing grant for staff.

Among the organizations participating are the California Department of Corrections, the Youth Authority, Catholic Social Services, the Delancey Street Foundation, the Westside Community Mental Health Center, the City Department of Public Health, the Own Recognizance Bail Bond Project, and Reality House West, San Francisco Police Department, plus ten individuals.

It was

*****m/s/c that the HRC adopt the Resolution on the Renaissance Association to act as the City agency sponsor for a proposal by the Renaissance Association for a Community Correctional Coordinating Center, with the provision that: funds received for this proposal may be contracted to the Renaissance Association and not become a line item in the HRC budget; and that periodic evaluation of the project by the HRC staff will be facilitated by the Renaissance Association. This Resolution is attached to these minutes.

YOUTH AND EDUCATION
Sister Mary Bernadette Giles and Louis S. Simon, Co-Chairmen

- Recommendations for Action for Out-of-Home Placements by the Juvenile Court - Marvin Robinson

The Youth and Education Committee at its March 28 meeting requested Mr. Robinson to look into the past HRC minutes to find what actions have been taken concerning Juvenile Court Out-of-Home Placement.

The Commission Minutes indicated that reports were made on Out-of-Home Placement on 1/13/72, 3/23/72/ 4/27/72, 7/27/72, and 8/24/72 but no action action was requested in those reports.

The Juvenile Court of San Francisco has a ceiling of $650 per month per individual for out-of-home placement for delinquent youths; the Department of Social Service has an unlimited ceiling for neglected children and youths around $900 to $1,100 per month. This seems to be discriminating against delinquent youths in favor of neglected youths. The City and County of San Francisco is not being consistent in its contracting services with private placement institutions.

The present San Francisco Ordinance limiting the Juvenile Court to $650 per month per individual severely limits the utilization and development of local resources and facilities. This limitation is unfair and hurts delinquent children and youths of San Francisco who are entitled to the best care possible.

On recommendation of the Committee, it was

*****m/s/c that the HRC recommend that the Chief Juvenile Probation Officer be authorized to establish cost-setting standards and procedures in keeping with accepted child care institutional practices. In accordance with prevailing rates, San Francisco should be able to pay the same rates as the Department of Social Service

and other counties in the Bay Area. Further, that the present Maintenance of Minors Ordinance, San Francisco Administrative Code, Sections 20.29, 20.29-1 and 20.29-2. be amended to allow the Chief Juvenile Officer to recommend to the Finance Committee reasonable rates for individual agencies.

This matter is tentatively scheduled for hearing before the Board of Supervisors' Finance Committee for April 26, 1973.

SOCIAL PROGRAMS
Mattie Jackson, Chairman

- The Social Programs Committee met April 3. The Resolution on "Proposed Federal Budget Cuts' Effect on San Francisco" has been sent to the two California U.S. Senators and U.S. Representatives from this area. This Resolution was voted by the HRC at its March 22 meeting.

The Committee has considered the scope of what its concerns and interests will be. Generally, it defines its mandate as the consideration of social programs that impinge on the minority communities of San Francisco within the concerns of the HRC.

Specifically, at this juncture, it sees such issues as: mental health, food stamps, medical care, childcare, care for the handicapped and retarded, and early childhood education as the primary ones in the present context of its work. It will expand or change its work as needs arise.

The Committee seeks to widen its knowledge of these and other issues by expanding to include as full working members representatives of the community with genuine concern and expertise. The Committee has identified those areas of concern that it felt had not come as yet under rhe regular standing committees, and which required the attention of the HRC. It wishes to avoid any duplication of work that properly belongs under the other committees. It welcomes also the suggestions and recommendations of the members of the HRC.

The Committee notes that changes in social programs are coming swiftly but that it hopes to be able to have concrete recommendations to the full HRC in the near future.

Commissioner Jackson appeared April 6 before the State and National Affairs Committee of the Board of Supervisors to speak on behalf of two items: a Resolution memoralizing the President of the U.S. to restore funding or proposed budget cuts for various Federally-assisted programs, and a Resolution urging the Department of Health, Education and Welfare to rescind proposed regulations for administration of service programs for families and the aged, blind and handicapped persons, and to draw new guidelines to provide for increased services. Both these Resolutions were passed. Supervisors Tamaras, Gonzales and Kopp serve on this Board of Supervisors Committee.

It was

*****m/s/c that the HRC adopt the policy statement of the Social Programs Committee concerns as outlined above in Commissioner Jackson's report.

Commissioner Fine asked Commisioner Jackson to refer to the other standing committees' concerns and issues it learns about which relate to their work and interest.

DIRECTOR'S REMARKS

- The Mayor has recommended that $60,000 from Federal revenue-sharing funds be allocated to the HRC. This is specified to cover affirmative action, and support of the San Francisco Fair Housing Planning Committee. It is not certain what the $60,000 will cover of the some $83,000 requested originally from revenue-sharing by the HRC.

- The Federal Equal Employment Opportunity Commission has renewed for one year (the third successive year) its grant for a staff position working on affirmative action for City suppliers. A means has been worked out to provide salary increments for this position.

- A supplemental budget request of $6,000 has gone to the Mayor's Office and has been approved there. It is due to come before the Board of Supervisors' Finance Committee next week. This supplemental request is to cover clerical support, postage, telephone costs, etc. for the Emergency Employment Act staff.

- Regarding the 1973-1974 budget request, it is not yet known if any of the additional staff requests will be met. On the nonpersonnel part of this budget, telephone and postage items have been cut substantially. The requested amounts were based on this year's experience with the increase of Federally funded staff.

- Commissioners have been sent a summary of information about the HRC's proposed Media Program, with a list of private foundations in the City, asking that they inform the Director which they can contact. Director Becker stated that such a program was an increasingly important undertaking, to make it possible to provide information to the community on such facts as the opportunities for apprenticeship for minority youth, for example. These areas of progress, and others, are not generally known in the community, he said.

- Mr. Sid Valledor of the Filipino community in a recent appearance before the HRC expressed concern about the ethnic balance representation on boards and commissions in the City. Director Becker read the following proposed statement:

> The fact that important boards and commissions of San Francisco are now chaired by representatives of the minority communities (e.g. the Board of Education, the Police Commission, and the Public Utilities Commission) is an indication of the appointment of minority people has been a continuing concern of the Mayor,
>
> The need to include in this concern all of the racial and ethnic groups who make up San Francisco was recently brought to the HRC by spokesmen for the Filipino community, who point to only one Filipino representative on any board.
>
> The HRC urges that reprsentation of all the many minority communities who make up San Francisco be emphasized with a goal of more closely approximating the pattern of the population of the City.

It was

*****m/s/c that the HRC set aside its rule that proposed policy statements be submitted in advance of the HRC meetings for action.

It was then,

*****m/s/c that the HRC adopt the statement on minority representation on boards and commissions as read by Director Becker.

Commissioner Fine noted that in the past HRC staff surveyed representation on State boards and commissions and made recommendations to Governor Reagan's Office regarding the latter concern.

*****It was recommended that the HRC staff survey City boards and commissions regarding their minority representation.

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*****Commissioner Livermore asked that a status report be made on the Reading Panel and its work of reviewing social science textbooks for omissions, distortions or errors in fact regarding the role of minority people in the history and development of this country. He termed its work one of vital importance.

CALENDAR MATTERS

- The next meeting will be April 26. The May meetings are the 10th and 24th Commissioners were reminded that only one meeting will be held during July and August, respectively, the second Thursday in each month.

- Standing Committees:

| | |
|---|---|
| Employment: | Thursday, April 19, 9:30 a.m.<br>Cathedral House Library<br>1051 Taylor Street |
| Youth and Education and Emergency School Aid Act Advisory: | Wednesdays, April 18, May 2 and May 16, each at 3:30 p.m.<br>Cathedral House Library<br>1051 Taylor Street |
| Housing and Urban Development: | Tuesday, April 24, 12:30 p.m.<br>Offices of the Human Rights Commission<br>1095 Market Street, Room 509 |
| Native American Advisory: | Tuesday, May 1, 4:30 p.m.<br>Offices of the Human Rights Commission<br>1095 Market Street, Room 509 |
| Police Liaison: | Monday, April 30, 5:30 p.m.<br>Offices of the Human Rights Commission<br>1095 Market Street, Room 509 |
| Social Programs: | Tuesday, April 17, 10.30 a.m.<br>Offices of the Human Rights Commission<br>1095 Market Street, Room 509 |

NO NEW MATTERS

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:be
4-20-73

Attachment: Resolution on the Renaissance Association (Res. 7-73)

CITY AND COUNTY OF SAN FRANCISCO

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

1095 MARKET STREET

SUITE 501

SAN FRANCISCO, CALIFORNIA 94103

TELEPHONE 558-4901

## RESOLUTION ON THE RENAISSANCE ASSOCIATION

The Human Rights Commission of San Francisco agrees to act as the City agency sponsor for a proposal by the Renaissance Association for a Community Correctional Coordinating Center, with the provision that: funds received for this proposal may be contracted to the Renaissance Association and not become a line item in the Human Rights Commission budget; and that periodic evaluation of the project by the Human Rights Commission staff will be facilitated by the Renaissance Association.

Resolution 7-73
Adopted by HRC 4/12/73

copy
be
4-23-73

- From Ms. Lucy A. DeCarlo, Deputy Director, State and Community Affairs, Equal Employment Opportunity Commission, Washington, D.C., to Stanley Lim, HRC staff Affirmative Action Officer, thanking him for attendance at a conference of the International Association of Official Human Rights Agencies recently, and soliciting his attendance April 30 -- May 4, 1973, at a Denver training session, and his expertise on employment discrimination as it affects Asians and other groups.

- From James G. Sandman, Colonel, United States Air Force, Recruiting Group, Mather Air Force Base, California, to Mr. Daniel Amerson, American Indian Community Liaison Worker for the HRC, notifying him of approval of a waiver for Thomas John Lightning to enlist in the USAF, granted "primarily on your personal recommendation..."

DOCUMENTS

MAY 15 1973

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# HUMAN RIGHTS COMMISSION
# OF THE CITY AND COUNTY OF SAN FRANCISCO

## Minutes of Meeting of April 26, 1973

* * * * * * * * * * * * * * * * * * * * *
* NEXT MEETING: May 10, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * * * *

NOTE: See under the Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Louis Heilbron, Rev. Victor L. Medearis, Earl Raab, Louis Simon

Excused: Rev. George L. Bedford, Joseph Garcia, Ms. Mattie Jackson, Leonard Kingsley, Earl Livermore, Curtis McClain.

Staff

Present: William Becker, Director, Frank Anderson, Jack Casford, Ms. Susan Heller, Stanley Lim, Wayne Redus, Ms. Gail Roberts, Ms. Edith Witt

Pledge of Allegiance

Minutes of April 12, 1973 approved.

## COMMUNICATIONS

- From James M. Purcell, Mission Deanery Coordinator, Catholic Social Service, enclosing a letter of support for the work of the HRC (addressed to the Board of Supervisors) and asking an increase in its budget. The letter was signed by four members of the Mission Deanery Executive Committee.

- From U.S. Senator Alan Cranston, outlining steps he, alone, and with Senator John V. Tunney, has taken to try to preserve key elements of the Federal social service program. He noted that in addition to grave adverse consequences for child-care programs, the proposed Federal regulations also threaten the vocational rehabilitation programs, programs for the elderly and the disadvantaged, family planning and many others.

- From U.S. Representative William S. Mailliard, stating that he will follow all hearings pertaining to the President's social service budget proposals had keep the views of the HRC in mind.

- From Ms. Hannah Surh, Associate Executive Director, Young Women's Christian Association, a letter of resignation from the Youth and Education Committee.

- From Ms. Lucy A. DeCarlo, Deputy Director, State and Community Affairs, Equal Employment Opportunity Commission, Washington, D.C., to Stanley Lim, HRC staff Affirmative Action Officer, thanking him for attendance at a conference of the International Association of Official Human Rights Agencies recently, and soliciting his attendance April 30 -- May 4, 1973, at a Denver training session, and his expertise on employment discrimination as it affects Asians and other groups.

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- From Letitia VeHaun, Research Specialist, Lectus, Inc, Federal Building, Richland, Washington; George L. Sirls, Contract Compliance Examiner-Investigator, United States Postal Service; and Alison P. Seidel, Librarian, Latino Local Development Company, San Francisco--all three commending the Affirmative Action Newsletter and asking for future copies.

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Director Becker at this point discussed word from a friend of the HRC informing that San Francisco has been allocated none of the discretionary funds of the U.S. Department of Labor for summer jobs programs in 1973. Of the some $80 million that was to be made available by the Federal Government for the United States, California was to receive about $5 million. The HRC has learned that while Oakland and Berkeley, respectively, have received just over $1 million and $106,000, San Francisco and Los Angeles, the State's two largest cities, will receive none. This, said Mr. Becker, at a time when the Administration's position has been that cities should, if they choose, use Emergency Employment Act funds for summer jobs for youth, in effect requiring the firing of mothers and fathers to hire their sons and daughters.

It was reported that the use of gas tax monies in San Francisco has been authorized for the summer jobs effort, but that it is a small amount in contrast to what formerly was funded under the Neighborhood Youth Corps (3,000 to 4,000 jobs) which will not be available. There is legislation in the Congress (sponsored by Senator Jacob Javits of New York) to make money available, as well as in the California State Senate (sponsored by Senator Milton Marks of San Francisco) to make available monies out of the the State tax surplus.

Director Becker suggested that Congressman Mailliard of San Francisco should be enlisted to act on the City's behalf in these concerns about employment and other social programs.

*****Chairman Bartlett asked for more specific information about the Javits and Marks legislation.

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EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Report on Work with Library on Affirmative Action - Frank Anderson

On March 6, 1973, a group of black librarians formally charged that institutional racism pervades throughout the San Francisco Public Library system.

The Committee of Black Librarians includes all of the black professional librarians presently employed at the Library, as well as friends and supporters.

The formal charge was presented to the Library Commission at its March 6 meeting by Attorney Michael Tobriner, legal counsel for the Committee. The 22-page document said the Library does not search aggressively for black employees and does not help minority employees advance to top positions. It also charged that the Library "provides second-class service to its black clientele because it refuses to place black professionals with specialized ethnic skills in branches servicing the black community, and there is a minimum of material about blacks in these libraries."

It was also noted that there is no ethnic minority representation on the Library Commission.

The Library administration denied the charge of racism and stated that it is the policy and practice of the Library to be an equal opportuntiy employer. It added it would move to study the formal charge document and reply to specific points in it.

The Library Commission agreed to establish immediately an affirmative action committee to improve hiring and promotional procedures. The

committee is composed of members of the Library Commission, Library administrators and staff(professionals and others), representatives of various ethnic groups, representatives from Friends of the Library, the legal counsel of the Committee of Black Librarians, and Mr. Anderson, representing the HRC. The Committee has had three meetings and is trying very hard to cope with a complex problem. The Library Commission and administration are cognizant of the problem and are responding.

The HRC's involvement has been an active one since July, 1972. Messrs. Alvin Ja, Greg Marutani, Frank Anderson, Wayne Redus, Director Becker, and Ms. Gail Roberts have been involved in numerous meetings and discussions.

The Library has begun a review of all job classifications in the system.

Asked for statistics on the workforce breakdown of the Library, Mr. Mr. Anderson gave those for 1971, the latest available:

| | | | |
|---|---|---|---|
| Total employed | 475 | | |
| Minority | 185 | or | 38.9% |
| Black | 59 | | 12.4 |
| Spanish-surnamed | 18 | | 3.8 |
| Oriental | 98 | | 20.6 |
| Filipino | 6 | | 1.0 |
| American Indian | 0 | | --- |
| Other | 2 | | .4 |
| Female | 263 | | 55.3 |

The deficiencies of minority representation occur in the higher-level professional categories, said Mr. Anderson.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- Working Draft of Proposed Apartment House Information Ordinance

Commissioner Heilbron first called the attention of the HRC to information about the Fair Housing Planning Committee, established by the Board of Supervisors and being staffed by the HRC's Housing Representative, Edith Witt. He noted that the Committee is working on nineteen items, on many of which the HRC has expressed policy statements.

About a year ago the Mayor requested the HRC, in accordance with the 1972-73 Workable Program application to the U.S. Department of Housing and Urban Development and a prior resolution of the HRC, to develop an affirmative action program for housing in accord with State and Federal laws. In December of 1972, the regional head of HUD stated that "The Mayor will request the Human Rights Commission to work with the appropriate City agencies, the San Francisco Fair Housing Coalition, and other interested citizen groups in developing a draft ordinance on affirmative action in housing consistent with State and Federal laws."

The Housing Committee, with the legal and technical assistance of members of the San Francisco Lawyers Committee on Urban Affairs, has developed the working draft ordinance (distributed to Commissioners in their packets). The ordinance was preceded by a draft submitted by the Fair Housing Coalition.

There were legal limitations within which the HRC Housing Committee was required to conduct its work. The State of California has pre-empted the field of enforcement against discriminatory housing practices in the Rumford Act and also the area of affirmative action. A proposed bill in the last Legislature which would have permitted counties and local subdivisions to exercise co-equal authority in these matters passed the Legislature but was vetoed by the Governor. Therefore, the past limits remain in effect. On December 15, 1971, the legal counsel of the State Fair Employment Practice Commission (which enforces the Rumford Act) advised the Fair Housing Coalition that a reporting ordinance would be in accordance with State law. In discussions with the City attorney, we

have been advised that a local ordinance must be entirely supplemental to the State statute and that a reporting ordinance would be valid and could facilitate action by the appropriate State authority.

The working draft reporting ordinance would be applicable to all apartment houses in the City. It would require every licensee of an apartment house to provide data annually concerning the ethnic composition of each apartment house of three or more units (there are 17,000 such buildings), the rental turnover, standards of rental and other information as described in the draft. Costs, to be reflected in the fee charges, should not be difficult to ascertain. The administrative agency would have to be determined.

This material represents a first stage in the drafting and consideration. Normally as the next stage it would be the practice of the HRC to hold public hearings concerning a legislative matter of this importance. The Fair Housing Planning Committee is due to make its report this August. The HRC's Housing and Urban Development Committee recommends that this draft ordinance be transmitted to the Fair Housing Planning Committee for evaluation. Our Committee members have pointed out that such an ordinance would cause owners to become conscious of discriminatory practices and thereby tend to deter them; that it would help pinpoint areas of possible discrimination and that it would help implement federal and state policy. But, they have also raised questions as to whether results to be achieved would be worth the price in effort (is it too much of a paper project?); administrative costs; whether racial tensions would be increased or decreased by reason of such legislation; and whether the Federal census figures already provide sufficient information regarding segregated neighborhoods.

The Housing Committee has advised the HRC previously that there appears to be a clear problem, in this City as in others, of discrimination in the renting of low-income to moderate-income apartment housing. We have further advised that basic remedies should be supplied by the State, buttressed by Federal programs which would withhold grants of subsidies related to housing construction and urban development if substantial enforcement of nondiscrimination and affirmative action programs are not fully operative. The greatest problem is in the urban areas and many of them adjoin one another. Some enforcement agency larger than a single community should be dealing with nondiscrimination in the larger metropolitan area. As indicated, the logical governmental agency is the State but its personnel is insufficient to do the job required. Multi-city and county urban districts could provide the next best answer, but these do not exist. Therefore the problem returns to the single community which, though it is not the best instrumentality, should do everything it can, legislative or otherwise, to facilitate a solution. What it can do at the local government level is considerably circumscribed.

Commissioner Heilbron reviewed in some detail the chief provisions of the proposed Apartment House Information Ordinance, which would require yearly reports by apartment house owners and operators (who must be licensed by the City). These reports would include: racial and ethnic designation of all applicants for rental units either in person or by filling out and submitting an application form; racial and ethnic designation of all tenants; rental turnovers; methods of soliciting new tenant applicants; racial and ethnic designation of licensee's employees; identification of owners, apartment developments managing several apartments, managing agents, or resident managers; existence of any applicant waiting list; and standards of rental applicable to licensee's apartments.

The racial and ethnic designations in the proposed draft Ordinance are: Asian, Black, other non-Caucasian, Spanish-surname, Caucasian.

It was

*****m/s/c that the HRC transmit the Proposed Apartment House Information Ordinance to the Fair Housing Planning Committee for consideration.

EMPLOYMENT

- Recommendation in Support of the Clergy for Homosexual Equality

The Employment Committee on April 19 unanimously adopted a recommendation that the HRC cooperate with the Clergy for Homosexual Equality in its program to insure equal opportunity in employment and that the HRC determine the most appropriate method.

Commissioners were provided copies of correspondence from Clergy for Homosexual Equality, stating the details of its proposed cooperative effort by the HRC and the Clergy to encourage compliance with City Ordinance 96-72 (amended last year to add sex and sexual orientation to race, age, and national origin as the basis for nondiscrimination law)

The CHE proposed that it send a packet to employers subject to the Ordinance (City contractors, whom the HRC is mandated to monitor for nondiscrimination in employment): a cover letter reminding employers of the Ordinance and their responsibility under it; a copy of the relevant sections of the Ordinance; and a statement of intention to be completed and returned by the employer, expressing intent to abide by the spirit of the Ordinance by listing job openings with the placement service of the Society for Individual Rights.

There were two alternatives to be considered by the HRC, said Commissioner Fine:

1. Agreement by the HRC to co-sign the proposed letter to employers as presented by the Clergy for Homosexual Equality, or

2. A separate letter by the HRC, with a cover memo citing the amended Ordinance (adding sex and sexual orientation), and reminding employers (City contractors) of their responsibility to abide by it.

Mr. Richard Gayer, Technical Assistant to Clergy for Homosexual Equality, addreseed the HRC. He stated that CHE was seeking to inform all employers of the Ordinance, in an effort to reduce the potential for complaints (of sexual orientation discrimination) and to provide and promote employment of homosexuals without being forced to legal proceedings. He noted that the proposed declaration of intent would commit a signing employer to notify the Society for Individual Rights of employment opportunities. CHE seeks, he said, to promote voluntary cooperation.

Commissioner Raab sugested that an HRC letter to City contractor employers, which he favored sending, would list the Society for Individual Rights as one of the organizations in the City having referral services for employment.

Commissioner Fine stated that he favored two separate documents: a letter in the form preferred by Clergy for Homosexual Equality, with an enclosure of a statement by the HRC referring to the Ordinance and its implementation responsibility under it, with SIR mentioned as one of the community resource agencies.

Commissioner Medearis expressed some reservations about HRC action on the basis of some of his experience with reverse discrimination re: homosexuals in contract oompliance for the Federal government. He felt that there should be further study by the HRC before action.

Chairman Bartlett said he felt compelled under his sense of responsibility as chairman, to make a statement. He said he felt that the HRC should deal strongly with its responsibilities in this area to the extent that it could, but that he had grave misgivings in terms of the policy of the HRC having any joint communication with any particular group. He urged that the HRC take action through a separate mailing.

It was

*****m/s/c that the HRC perform its basic function by writing to appropriate City contract employers informing them of the requirements of compliance with the Nondiscrimination Ordinance, and indicate that the HRC can refer to the Society for Individual Rights as one of the referral sources in the City.

Mr. Redus asked to point out the frustrations of the HRC in not having sufficient staff to implement the Nondiscrimination Ordinance, at having a ruling by the City Attorney upholding Pacific Telephone's contention that its policy of not hiring homosexuals is not subject to the Nondiscrimination Ordinance, and the frustrations of the gay community of the City that the HRC is unable to properly enforce the Ordinance, etc.

Director Becker pointed out that in view of the fact that there may be as many as 10,000 contractors to the City and the School District, the HRC will be able to contact only the major areas of City contracting.

- Report on Revised Affirmative Action Guidelines for Architects and Engineers - Susan Heller, Affirmative Action Officer, HRC

The Minimum Guidelines for Architects and Engineers doing business with the City was adopted by the HRC in November of 1971. The requirements were: submission of the ethnic breakdown of their workforce; participation in a training program aimed at qualifying more minorities in the industry, with the Engineering Societies' Committee for Manpower Training as the proven vehicle for such training; or, as an alternative, presentation of an affirmative action program approved by HRC.

The HRC has revised the guidelines for several reasons:

1. Small firms, employing one or two people, found it impossible to hire or train a paraprofessional.

2. Amending of the Nondiscrimination Ordinance to include sex and sexual orientation, which had to be included in the original guidelines.

ESCMT has expanded its programs to include summer jobs for architectural and engineering students at City College and the University of California at Berkeley, and to provide financial aid to minority students, the addition of [illegible] teachers released by the firms to upgrade paraprofessionals, and an affirmative action information service to help employers find the most appropriate ways to participate in affirmative action programs.

At a meeting at 9:30 a.m. May 9, the HRC will explain the revised guidelines to all City architectural and engineering contractors with which it is dealing presently (43). This includes those with Yerba Buena Center contracts. A current workforce breakdown will be requested at that time. Also, the contractors will be shown ways in which the Affirmative Action Service can assist employers in selecting programs through which they can comply with the Nondiscrimination Ordinance.

In recent weeks a new group called Women in Architecture has applied to ESCMT and been admitted to its board for input to its programs.

- Recommendation on Principles for Affirmative Action

This presentation was postponed to the May 10 HRC meeting.

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Committee Report - Commissioner Simon

Two new subcommittees have been established. One is the Bilingual-Bicultural Committee, to monitor legislation and programs in the schools. Also established was a Multiethnic Studies Committee.

Upcoming will be reports from other areas of the Committee's concerns, including gifted children and occupational preparation/vocational training.

A final reading and discussion of the HRC proposal for funding of a Media Program through the Federal Emergency School Aid act was held at the School District April 25. Commissioner Giles reported on changes and clarifications that would be made. Ms. Gail Roberts was praised for her personal contribution to the preparation of this proposal.

Commissioner Giles stated that Mr. Johnny Brown, the Youth Council Coordinator, is keeping abreast of the status of summer youth jobs planning.

*****Special tribute was paid to Ms. Hannah Surh, whose resignation from the Committee was announced in the Communications section of these Minutes, for her valuable services as a member for five years.

SOCIAL PROGRAMS
Mattie Jackson, Chairperson

The Committee meets next on May 1, at 10:30 a.m. at the HRC offices, when it will have as guests Ms. Susan Castro, of the Mission Model Cities Child Care Center , and Ms. Lucinda Lee Katz of the Chinatown Community Children's Center as part of continuing study of child care and day care services of the City, particularly as they are affected by funding cutbacks. In this regard, the Committee was sent the first of a series of letters and questionnaires, in this case to Chinatown agencies, as part of a survey of child care resources in the City. The survey will be expanded to other areas in the near future.

Chairman Jackson is doing followup on the status at the national level of legislative attempts to stem the cutbacks in social programs. It is reported that a House of Representatives bill has been withdrawn because of the danger of its being defeated t this time. The two resolutions regarding protests against cutbacks by HUD and HEW, on which Commissioner Jackson spoke on behalf of the HRC before the State and National Affairs Committee of the Board of Supervisors, were passed by the full Board.

DIRECTOR'S REMARKS

- The special thanks of the HRC were extended to Ms. Virginia Jordan, who has served for approximately two years as an observer of the HRC from the League of Women Voters, and who has been an active supporter of its work. Ms. Jordan is relinquishing her duties to Ms. Caryl Mezey, who was welcomed.

- Copies of the HRC regular budget for the fiscal year 1973-1974 were distributed. The Finance Committee of the Board of Supervisors was meeting the afternoon of this meeting (April 26) to consider the HRC portion of the overall City budget as transmitted by the Mayor's Office. The Mayor's Office action on the budget was summarized as follows: 1) All additional positions requested by the HRC in the regular budget were denied. The HRC will receive $60,000 from revenue-sharing funds to provide staff for affirmative action and funds for the Fair Housing Planning Committee. The HRC attempted in its budget request to have the City recognize that the 18 staff people working during the year 1972 under the Emergency Employment Act funds were essential to the HRC and should be made permanent. These 18 positions stand to be lost when EEA funds are ended by the President. 2) Regarding the contractual services portion of the budget, Director Hecker pointed out that provisions for telephone and postage expenses represented increases based on our experience in 1972. These were reduced below what was spent in 1972-73. (A supplemental budget request to cover these expenses had to be submitted in recent months.)

CALENDAR MATTERS

- The HRC will meet May 10 and May 24

- Standing Committees

| | |
|---|---|
| Employment | Thursday, May 17, 9:30 a.m.<br>Cathedral House Library<br>1051 Taylor Street |
| Youth and Education | Wednesday, May 3, 3:30 p.m.<br>Cathedral House Library<br>1051 Taylor Street |
| Housing and Urban Development | to be scheduled |
| Native American Advisory | Tuesday, May 22, 5:00 p.m.<br>American Indian Center<br>225 Valencia Street |
| Police Liaison | Monday, May 7, 4:30 p.m.<br>HRC Offices<br>1095 Market Street, Room 509 |
| Social Programs | Tuesday, May 1, 10:30 a.m.<br>HRC Offices<br>1095 Market Street, Room 509 |

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:be
5-2-73

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of May 10, 1973

* * * * * * * * * * * * * * * * * * * * *
* NEXT MEETING: May 24, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * * * *

NOTE: See under the Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Joseph Garcia, Sister Mary Bernadette Giles, Ms. Mattie Jackson, Earl Livermore, Rev. Victor L. Medearis, Earl Raab, Louis Simon

Excused: Rabbi Alvin I. Fine, Louis Heilbron, Leonard Kingsley, Curtis McClain

Staff

Present: William Becker, Director, Frank Anderson, Jack Casford, Shone Martinez, Wayne Redus, Ms. Gail Roberts

Pledge of Allegiance

Minutes of April 26, 1973 approved.

DOCUMENTS
MAY 2 5 1973
SAN FRANCISCO
PUBLIC LIBRARY

COMMUNICATIONS

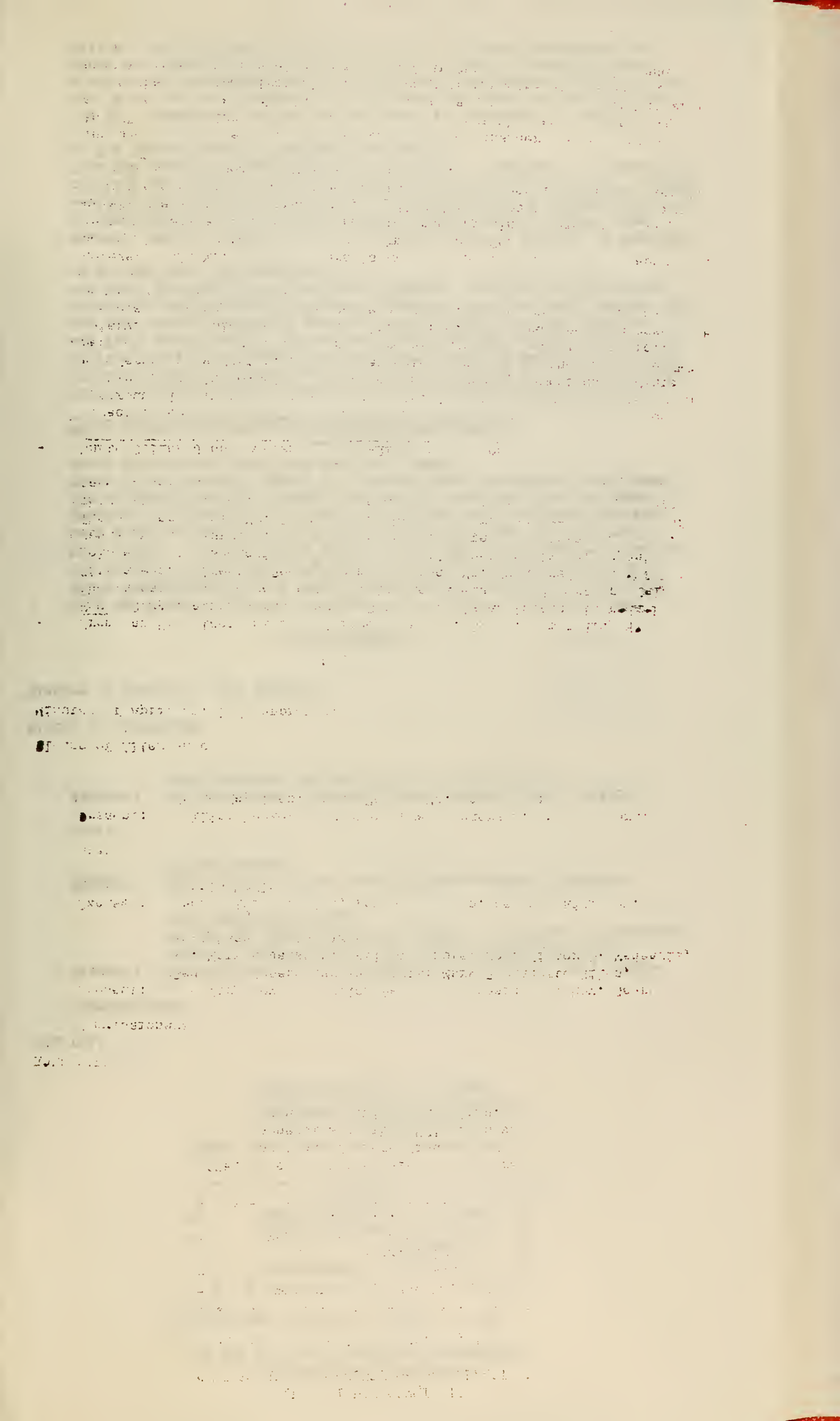
- From San Francisco Chief of Police Donald M. Scott, commending HRC Youth Organization Worker Carlos Duque for his assistance in reducing the threat of youth gang activity in the Excelsior and northern Daly City areas. Director Becker commented that Mr. Duque had been able to help avoid an escalation of further friction between two different gangs in the District, friction which culminated in a fatal shooting. The sad part, said Mr. Becker, was that if there had been knowledge of these frictions early enough in advance, some intervention could have taken place which could have avoided a death.

- White-Collar Jobs Problem in High-Rise Developments

Director Becker spoke at this point on the problem of opening up job opportunities in the white-collar field, in offices (as contrasted with service jobs) in new high-rise developments such as Embarcadero Center and Yerba Buena Center. In the new hotels opening in the City, the HRC has been able to establish working relationships to obtain referral, interview, and placement of minority people. Such has been the case with the Hyatt Regency in the Embarcadero Center. A report is forthcoming on the HRC work with this hotel.

However, said Mr. Becker, there is at this point no program, no approach, no commitment by the developers of Embarcadero Center, despite some meetings between them and the HRC, to take any kind of responsibility for creating any kind of structure providing for prospective tenants' hiring from the minority group residents of the City. They leave it completely to the tenants, some of whom are very good.

The HRC, therefore, said Mr. Becker needs to consider the concept of the "Right of First Referral." This means that when an employer, say a new tenant in a high-rise structure, has a job opening, he or she will place that opening first with some agency or agencies delegated and able to refer San Francisco citizens. Over the years, evaluation and



experience could determine the effectiveness of the supply agencies, of training and education programs, etc. At the moment, he said, the situation is caught in the traditional methods of filling white-collar jobs: 1) by dealing with private employment agencies (whose clients are largely Caucasian, middle-class persons) and 2) On referral of friends and relatives of present employees. Thus at the initial step, when the jobs open up, the employer is not dealing with the community, especially not with areas of impacted unemployment.

In discussion, Mr. Becker said he hoped that the employers could be brought into development of and agreement in the designated referral agencies. There could, perhaps, be a centralized structure which could have outreach into a number of community job development groups.

Mr. Becker said the experience of the staff of Civil Service Recruiters (working through the HRC for the past year under the Emergency Employment Act grant, which expires July 1) had made it clear that it is possible to find qualified people in the communities for jobs.

Essential to developing and implementing a Right to First Referral policy, said Mr. Becker, would be the cooperation of the Redevelopment Agency, the Convention and Visitors Bureau, and others. He pointed out that there are no union contracts in the area of office jobs, so that employers have unilateral right of decision. The pattern found is that when employers do have unilateral right of decision, there are fewer minority people working. There is no spontaneous response from white-collar employers, with the exception of the separate banking industry.

*****Chairman Bartlett formally requested the Employment Committee to take under immediate consideration the concept proposal (Right of First Referral) as described by Director Becker and to bring the HRC recommendations on what action to take.

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EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- San Francisco Retailers Community Relations Group Ethnic Survey

Copies of the report in full were included in Commissioner packets. Mr. Anderson presented highlights of the Ethnic Survey, which is reported regularly to the HRC.

Ethnic Survey of Employment taken during the period January 10 through January 16, 1973:

| | 1972 | 1973 |
|---|---|---|
| Non-Caucasian | 23.70% | 26.18% |
| | 2,199 | 2,256 |

VISUAL INVENTORY
NON-CAUCASIAN EMPLOYMENT COMPOSITION

STORE NAME: ALL STORES DATE: FEBRUARY 9, 1973

| JOB GROUP | TOTAL ALL EMPLOYEES | NON-CAUCASIAN | | |
|---|---|---|---|---|
| | | BLACK | SPANISH -ORIGIN | OTHERS |
| Selling | 2,781 | 201 | 172 | 103 |
| Office & Clerical | 1,978 | 221 | 422 | 128 |
| Merchandise Handling | 1,212 | 176 | 210 | 140 |

VISUAL INVENTORY (continued)

| JOB GROUP | TOTAL ALL EMPLOYEES | NON-CAUCASIAN | | |
|---|---|---|---|---|
| | | BLACK | SPANISH -ORIGIN | OTHERS |
| Misc. Non-Selling | 723 | 80 | 90 | 91 |
| Supervision | 1,923 | 86 | 96 | 40 |
| TOTAL | 8,617 | 764 | 990 | 502 |

Christmas Jobs For Youth Program - 1972

| | |
|---|---|
| Total number of jobs committed: | 115 |
| Total number of persons interviewed: | 170 |
| Total hired (asked to report to work): | 97 |
| Total reported to work: | 94 |
| Total who were not satisfactory on job: | 10 |
| Total who worked as long as store could use them: | 67* |
| Total who quit while store could still use them: | 17 |

Ethnic Breakdown:

| | |
|---|---|
| Native American | 11 |
| Spanish Origin | 23 |
| Black | 20 |
| Chinese | 19 |
| Filipino | 10 |
| Japanese | 14 |
| Total: | 97 |

Christmas Jobs For Youth Program - 1971

| | |
|---|---|
| Total number of jobs committed: | 92 |
| Total number of persons interviewed: | 153 |
| Total hired (asked to report to work): | 75 |

*Some are still working at some of the stores, although figures are not available on this.

The Employment Committee at its regular meeting of April 19, 1973 passed the following recommendation to the Human Rights Commission re: San Francisco Retailers Community Relations Group (SFRCRG).

1. Request the SFRCRG to provide the HRC with a revised format for the ethnic survey of employees.

   Racial or Ethnic Origin

   a. White
   b. Black
   c. Spanish Origin--to include: Mexican American, South American.
   d. Oriental--Chinese and Japanese
   e. Filipino
   f. American Indian
   g. Other Non-White--to include: Polynesians, Samoans, Eskimos, East Indians, and all others, who, although origin cannot be determined, clearly belong to a minority group.

   It was pointed out that SFRCRG now uses three ethnic designations: Black, Spanish-Origin, and Others.

2. Request each member store to relate to the HRC its affirmative action employment program activities, in order to objectively evaluate the level of progress being made.

3. Request a meeting of SFRCRG and HRC staff to discuss the future status and scope of the Christmas Jobs Program.

Mr. Anderson said that an unofficial figure of approximately 1,600 represented the total Christmas hires in 1972 by members of the Group. He said this would include all hiring done by members and that it could not be inferred that this did not include ethnic minorities. This information (the total hires) has been requested by the HRC in the past, and it was hoped that it could be obtained in discussions of the future status of the Christmas Jobs Program (the third point of the above recommendation).

It was

*****m/s/c that the HRC accept the three-point recommendations regarding the San Francisco Retailers Community Relations Group.

Mr. Anderson expressed the appreciation of the Employment Committee for the continuing cooperation of Mr. Lloyd Pfleuger, Chairman of the San Francisco Retailers Community Relations Group and to the Group as well for keeping the Christmas Jobs Program going despite some industry anxieties last season. He announced also that Mr. Michael Haughton, Assistant to the Vice President, Personnel, Macy's of California, would be leaving this post for another out of the area and that his participation with the Employment Committee had been very valuable.

- Recommendation on Principles of Affirmative Action - Wayne Redus

Mr. Redus announced that this issue had been postponed from the HRC April 26, 1973 meeting. A draft revision of the Principles for Affirmative Action in Employment (for the HRC) was included in the Commissioner packets.

Mr. Redus read in full the proposed recommendation that a reference to the Bay Area Rapid Transit District's Affirmative Action statement be removed from the HRC's Principles of Affirmative Action. He stated that the Employment Committee was in the process of revising the Principles document. Part of that revision has been the question of whether a specific employer's affirmative action program (as the Bay Area Rapid Transit District's program is in the original Principles) should be mentioned. The Committee wished specifically to react to the presentation of the Black Caucus and the BART Director of Personnel at a recent HRC meeting.

The recommendation was recommended because "it is the Employment Committee's opinion that reference to a specific employer's Affirmative Action Program should not be made for the following reasons:

1. Affirmative Action Programs, to remain effective, should be periodically reviewed, and are therefore not to be used as static models.

2. An Affirmative Action Program that appears to be effective in content may not prove to be effective in practice."

It was

*****m/s/c that the HRC remove the reference to the BART Affirmative Action statement from its Principles for Affirmative Action document.

YOUTH AND EDUCATION
Sister Mary Bernadette Giles, and Louis S. Simon, Co-Chairpersons

- Report on Roof Top and Corbett Community Schools

Commissioner Giles described briefly the operation of these two schools, which were authorized by the San Francisco Unified School District to

begin operation September, 1973. Roof Top School uses the top floor at Pacific Heights Schools, and Corbett is at the former Corbett Elementary School on Twin Peaks. Each has open enrollment, maintains racial balance, and has a waiting list. There is very little attrition. Corbett school developed on the initiative of parents, who wanted an opportunity for participation in staffing, policy, and every aspect of school organization. Roof Top was developed out of the desire of teachers to do experimental work in education. Each has individualized instruction, team teaching, and uses paraprofessionals extensively. Presentations by principals, teachers, and parents from each school were made recently to the Youth and Education Committee.

This was an information report and no action was recommended.

- Request for Endorsement of Senate Bill 433 (Senator Milton Marks) to fund Education Opportunity Programs at State Colleges and the University.

Senate Bill 433 is a funding measure for State College education opportunity programs; it appropriates $1,217,240 to the Trustees of the California State University and Colleges to be expended during 1973-74 academic year for purposes of the State Educational Opportunity Program. This is an urgency statute. The HRC has endorsed similar EOP bills in prior years. SB 433 was referred to the Senate Education Committee on March 21.

It was

*****m/s/c to endorse SB 433.

- School District Newsletter Article on Racial/Ethnic Survey

The attention of the HRC was called to a reprint of an article in the May 7, 1973 School District Newsletter (provided in Commissioner packets) clarifying the District's policy of requesting names of individuals in this personnel survey. It stated that because of such factors as personnel assignment policy, school personnel balance requirements consolidation, transfer policy, and Federal funding requirements, such procedures are now necessary. The District statement was to make "clear to every member of the SFUSD that the information gained from the survey will be kept in strict confidence and that the facts obtained...will be utilized fully for the benefit of everyone within the District."

The full article was reprinted and provided each Commissioner.

Commissioner Livermore said that he had spoken on Native Americans at Corbett School and that he had found the staff more receptive to the use of supplementary materials than some regular schools in the District. The Native American children at this school have responded well to its program, he said.

SOCIAL PROGRAMS
Mattie Jackson, Chairperson

- Committee Report

Ms. Susan Castro, of the Mission Model Cities Child Care Center, and Ms. Lucinda Lee Katz, of the Chinatown Children's Center, met with the Committee May 1. They gave detailed reports on the status of child care in their respective areas, stressing the effects---present and anticipated---of the Federal budget cutbacks as reflected in the new Federal guidelines published by the Department of Health, Education and Welfare.

The Committee is continuing to keep on top of this major issue--child care needs in San Francisco---and will make recommendations to the full HRC when action and/or advocacy is needed. The Wall Street Journal article announcing the revised Federal guidelines of HEW said that the first, and much more rigid, guidelines were protested by some 124,500 complaints in fhe form of letters and telegrams, among them the Resolution adopted by this Commission.

- Recommendation that the HRC Endorse SB 700 and SB 701

Copies of these bills were sent each Commissioner before this meeting.

It is the recommendation, after study, that the HRC endorse two pieces of legislation introduced by Senator Milton Marks of San Francisco. They are: Senate Bill 700 and Senate Bill 701. The former bill would appropriate $50 million from the General Fund to replace the loss of certain Federal summer youth opportunities funds. The second bill would appropriate funds in the amount of $138 million from the General Fund to replace certain Federal public employment program funds. The public employment program was established by the Emergency Employment Act, and under this act the HRC has some 18 workers. In view of the Commission's longstanding concerns in these two areas, and in light of the Federal cutbacks, endorsement was urged.

It was

*****m/s/c that the HRC endorse SB 700 and SB 701, and urge their passage by the State Senate Health and Welfare and Finance Committees to the Senate,aand that they be passed there and signed by the Governor.

POLICE LIAISON
Rev. Victor L. Medearis, Chairman

- Committee Report

The Committee met May 7. Some of the priority guidelines developed by the Committee in 1971 were reassessed to determine their current feasibility.

Among the five Police Liaison Committee priorities were:

I. To continue to develop a relationship with the Police Department in order to have input with the Chief of Police on problems which the Committee feels competent, on the basis of its study, to take up.

II. To consider problems in the administration of justice with other agencies which may have involvement, and to recommend, where possible, constructive changes.

III. To hear complaints from community groups and to assist them with appropriate "next steps" in those situations where the Committee can be of some help.

IV. To examine police-related problems such as drug addiction, alcoholism, etc., and, after study, to urge necessary steps by other City agencies.

V. To make clear that the HRC-Police Liaison Committee shall not assume the role of a Police Review Board.

NOTE: Item III was discussed at some length and it was decided that a proposal would be written to create some sort of public forum for complaints.

Also discussed at this group meeting was the subject of the effects of a minority group complaint filed against the San Francisco Police Department charging discriminatory hiring practices. Another was a discussion on the Mayor's Council on Criminal Justice grant to the Officers for Justice for minority recruitment efforts. There were some questions about the HRC's sponsorship and what the Police Department's role would be.

The Renaissance Association's Community Correctional Coordinating Center is selecting two directors and the project should begin operation by July 1. The Director of Operations and Director of Research and Development will share responsibilities with the President of the organization.

DIRECTOR'S REMARKS

- On May 8 the Board of Supervisors' regular meeting heard an amendment by Supervisor Dianne Feinstein that $250,000 from revenue-sharing funds be designated for Chinatown youth programs to be administered by the HRC. The Board referred this amendment, with others, back to its Finance Committee. The revenue-sharing proposals are expected to come back to the full Board May 14. A number of Chinatown people who had been working with Supervisor Feinstein on her proposal asked to meet with the HRC (Director Becker) to develop a program. May 7 and 8 Director Becker met with the Chinatown people. To one meeting came some foreign-born youth who have been passed over by existing programs and alleged to be youth gangs. A program developed May 9 by a group meeting at the HRC office with an emphasis on foreign-born youth includes:

    1. An attempt to develop at the junior high school level in the schools groups of clubs of foreign-born youth who can help to counsel, tutor, and assist youth with school problems, as a means of avoiding the drop-out pattern. Some senior high students would be hired as tutors.

    2. With older youth, the emphasis would be on jobs, job training and placement, including skills bank and development of a specific training program paying training stipends, working in direct cooperation with the existing manpower agency.

    3. Creation of an activities support fund, allocative in amounts no larger than $500, to youth groups, in the pattern of the Summer Happenthing project of past summers in San Francisco. These could be small grants to youth groups with particular problems or needs.

  The administrative board of such a program would include: the head of the Chinese-American Citizens Alliance; Dennis Wong and Quailand Tom (originators of the youth program idea); and representatives of both Chinese business and civic leadership and youth organizations.

  It was

*****m/s/c that the HRC agree to act as sponsor and fiscal disbursing agent of a Chinatown Youth Program, if such a program through Federal revenue-sharing funds be authorized by the Board of Supervisors.

NEW MATTERS

- Chairman Bartlett noted the news that a District Court judge has ruled that written examinations for applicants for Fire Department jobs may not be used, and henceforth only oral and physical examinations are to be given. Asked for comment, Frank Anderson said that in light of the HRC's long involvement in and concern for employment opportunity with the Fire Department, this was a good development.

*****Commissioner Raab asked for information on what summer youth jobs will be available this year. Director Becker reported that as far as is known, the City-Wide Youth Council has determined that there will be: some 500 Gas-Tax funded jobs; 250 under Emergency Employment Act funds; and some 500 through Federal agency hires. However, the approximately 4,000 jobs previously made possible under the Neighborhood Youth Corps and the Anti-Poverty Program will not be funded by Washington.

*****The City Wide Youth Council was asked to report to the HRC on the summer youth jobs status.

It was

*****m/s/c that a number of letters be sent:

1. Commendation to Carlos Duque, praised by Chief of Police Donald Scott for his assistance in relieving tensions in a youth dispute in the Excelsior District.

2. Thanks to Michael Haughton, a member of the Employment Committee now leaving that Committee, for his service, with a copy of the letter to Macy's of California Western Region Vice-President.

3. Thanks to Lloyd Pfleuger, Chairman, San Francisco Retailers Community Relations Group, for his continued cooperation with the HRC in its employment work.

*****A Resolution of support, condolence and loving friendship was voted to be sent to Commissioner Alvin I. Fine whose wife, Elizabeth, died April 30. Ms. Fine was characterized by Chairman Bartlett as a "very gracious lady...and a loving and strong supporter of Rabbi Fine."

CALENDAR MATTERS.

- The next meeting of the HRC will be May 24.

- Standing Committees:

| | |
|---|---|
| Employment | Thursday, May 17, 9:30 a.m.<br>Cathedral House Library<br>1051 Taylor Street |
| Youth and Education | Wednesday, May 16, 3:30 p.m.<br>J. Eugene McAteer High School<br>555 Portola Drive<br><br>and<br><br>Wednesday, June 6, 3:30 pm<br>Cathedral House Library<br>1051 Taylor Street |
| Housing and Urban Development | not yet set |
| Native American Advisory | Tuesday, May 22, 5:00 p.m.<br>American Indian Center<br>225 Valencia Street |
| Police Liaison | Monday, May 21, 4:30 p.m.<br>HRC Offices<br>1095 Market Street, Room 509 |
| Social Programs | Tuesday, May 15, 10:30 a.m.<br>HRC Offices<br>1095 Market Street, Room 509 |

- Adjournment. The Commissioners and staff observed a moment of silence in respect to the memory of Elizabeth Fine.

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:be
5/15/73

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# HUMAN RIGHTS COMMISSION
# OF THE CITY AND COUNTY OF SAN FRANCISCO

## Minutes of Meeting of May 24, 1973

* * * * * * * * * * * * * * * * * * * * *
* NEXT MEETING: June 14, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * * * *

NOTE: See under Calendar Matters section of these Minutes the schedules of HRC regular committee meetings.

DOCUMENTS
JUN 12 1973
SAN FRANCISCO PUBLIC LIBRARY

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett,(Presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Ms. Mattie Jackson, Earl Livermore, Rev. Victor L. Medearis, Earl Raab

Excused: Joseph Garcia, Louis Heilbron, Leonard Kingsley, Curtis McClain, Louis Simon

Staff

Present: William Becker, Director, Frank Anderson, Johnny Brown, Carlos Carrillo, Jack Casford, Ms. Susan Hellery, Chris Lamadora, Stanley Lim, Ms. Grace Markham, Wayne Reduse, Marvin Robinson, Ms. Gail Roberts

Pledge of Allegiance

Minutes of May 10, 1973 approved.

## COMMUNICATIONS

- Director Becker read an Editorial (#2020) telecast by Louis S. Simon, KPIX Area Vice President, Channel 5, on May 18, regarding the Chinese Youth Project, which has been voted support by the Board of Supervisors at the urging of the HRC. KPIX endorsed the project and called on the Mayor to add his support for the program aimed specifically at aiding foreign-born Chinese youth with tutoring, counseling, and social and recreational activities.

- From Calvin Welch, Presiding Officer of the Fair Housing Planning Committee, thanks for the help of the HRC and Housing Representative Edith Witt in organizing and facilitating the work of the FHPC.

- To Calvin Welch, from Director Becker, material pertaining to HRC actions in housing, including staff reports, surveys, resolutions of positions taken, etc.

- From State Senator George R. Moscone, informing of Legislative action on AB 141, SB 93, and SB 241, all endorsed by the HRC, and his support of the HRC position.

- Copy of a letter from L.A. White, The San Francisco Foundation, to Bernard Orsi, General Manager, Personnel, Civil Service Commission of San Francisco, informing of a grant of $28,980 to provide a management training program for employees of the City. The HRC actively endorsed this proposal.

- A copy of a letter from John F. Crowley, Secretary, San Francisco Labor Council, to Dan Amerson, HRC Community Liaison Worker (American Indian Community) advising of the endorsement (by the Labor Council Executive Committee) of Mr. Amerson's California American Indian Directory.

- From State Assemblyman John L. Burton, stating his support of SB 433, endorsed by the HRC.

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YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Presentation of Martin Whitted Memorial Awards - Commissioner Giles

This was the fifth successive year of the presentation of these cash awards and commendations, made possible under the Martin Whitted Memorial Fund established in 1968. Commisiioner Giles briefly recounted the circumstances of the establishment of this fund. Martin Whitted, a Municipal Railway driver, was shot fatally in a robbery of his bus at Hunters Point on the day of the funeral of Dr. Martin Luther King, Jr. Public cash contributions to his widow and family totaling some $10,000 were received in the weeks following his death, and Ms. Whitted designated that the money be used for the benefit of children of the Hunters Point-Bayview District. The HRC, through its then-Commissioner, Pastor Ross Hidy, who was pastor for the Whitted family, was named to act as disbursement agency for the annual awards.

It was announced that this would be the final year for the awards, as the fund is now depleted.

Assisting Commissioner Giles in the presentations was Mr. George Bowles, who again contributed his talents as calligrapher for inscribing the commendations. The recipients and their awards:

| | | |
|---|---|---|
| Woodrow Wilson High: | | |
| | Daisy Avery | $275 |
| Opportunity Senior High I: | | |
| | Rhonda Austin | $275 |
| Pelton Junior High: | | |
| | Clarice Bryant | $50 each |
| | Cesar Cinco | |

Fifty-dollar awards were presented to the following elementary schools, to purchase supplies and equipment needed:

| Elementary Schools | Item to be Purchased | Student(s) Receiving Awards |
|---|---|---|
| Bret Harte | Microscope | David Camacho |
| Burnett | 15 Power Student Stereo Microscope | Phyllis Jackson |
| Fremont | Science Materials | William Ybona |
| Hunters Point II | Testo Elementary Microscope | John Treat |
| Jedediah Smith | 2 Cassete Players | Annette Bryant<br>Edwin James |
| Sir Francis Drake | Dictionary and Books | Charlene Richardson |

It was

*****m/s/c that a Resolution of Commendation and Appreciation be sent to Ms. Martin Whitted, with a copy to Pastor Ross Hidy.

It was

*****m/s/c that a Resolution of Appreciation be sent to Mr. George Bowles, the calligrapher.

It was

*****m/s/c that the HRC's appreciation be expressed formally to Ms. Edwin Markham, assistant to Ms. Gail Roberts of the HRC staff, for her work in particular on the awards project. Ms. Markham was present and was introduced.

It was

*****m/s/c that the HRC add a Report on Summer Jobs by Johnny Brown to its agenda for this meeting under the Youth and Education Committee section.

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- Request for Endorsement of SB 391 (Biddle) to Restructure Juvenile and Adult Detention Facilities

- Request for Endorsement of S 485 (Cranston) to Provide Funds to Local School Districts for School Safety

Commissioners were provided a summary of the basic components of these bills, as reviewed by the Youth and Education Committee. After discussion, it was

*****m/s/c/that the HRC endorse passage of SB 391 and S 485.

- Request for Opposition to AB 988 (Russell) (which would require severe penalties for what could be minor offenses and would order school district governing boards to adopt rules and regulations intended to quell violence on school campuses ).

The Committee based its opposition in part on the facts that;under AB 988:

1. A student found guilty of a minor offense under the vague heading of "willful disruption" could end up with a criminal record or perhaps severe penalties.

2. The presumption of guilt, not innocence, would be made when the student was automatically suspended. The student would thus be denied an education while his case is pending.

It was pointed out also that no adequate distinction was made in the bill between major and minor infractions.

It was

*****m/s/c that the HRC oppose AB 988.

- Resolution Commending Dr. Myron Moskowitz on his Retirement from the San Francisco Unified School District.

It was

*****m/s/c that the HRC formally commend Dr. Myron Moskowitz on the occasion of his retirement from the San Francisco Unified School District, Dr. Moskowitz has been an active and valued member of the Youth and Education Committee for the past two years. His counsel and guidance are deeply appreciated. Best wishes on his retirement are offered.

- Position Statement on Proposed Board of Education Resolution on Possession of Deadly Weapons

The Committee recommended HRC action opposing adoption of this pending resolution because the student's right to education is denied on the basis of presumption of guilt. It held that State Education Code and criminal statutes already provide the juridical framework.

It was

*****m/s/c that the HRC request that the Board of Education not take action on this pending resolution, and recommended that school principals be convened to develop an effective approach to possession of deadly weapons and that this approach have full administration support. This approach may seek to involve both counseling services and the Juvenile Authority so as to insure preventive measures.

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Affirmative Action in City-Funded Construction - Stanley Lim

This was a progress report on the 18 contracts monitored by the HRC. Reports are made by staff to the HRC every six months, in September and March. The projects include two at the San Francisco International Airport, four school construction, one hospital, two Water Department, one Port Commission, and eight Deparmment of Public Works and street improvements.

The method of reporting is based on the actual work hours accumulated for the month rather than the number of workers. The statistical tables are summaries of all active projects which contractors reported for the month of March. Consistent with the previous year's reporting, the HRC selected September and March as "representative months" in terms of construction activity for each semi-annual review. In addition, month-to-month analyses are made by staff to determine deficiency on an individual contract basis. Based on experience, construction activity for this area, except in December and January, is fairly well balanced throughout the rest of the year.

The number of construction contracts selected for monitoring has steadily increased each year. There are now 18 active City-wide (exclusing Bayview-Hunters Point Model Cities) contracts under HRC review. Five new contracts are due to start shortly. Two contracts have been completed since the September report; six were added, however. The locations of contracts and the awarding agencies are listed on Table IV, attached to these Minutes.

As a measurement for affirmative action, the HRC Affirmative Action Program is applied to all monitored contracts, and the San Francisco Plan has been added to contracts where Federal money is involved.

Summary

1. The total manhours in all crafts, apprenticeable and noncraft, have increased from 61,575 hours for September, 1972 to 69,294½ for March, 1973, representing an increase of 12% total hours. The minority percentage of these hours was 40.8%. The ethnic groups showing some gains are: Spanish-Origin from 11.8% in September to 13.6% for March; Asians, 3.2% to 3.8%; Black, no change at 22.0%; American Indian, 1.3% to 1.4% With 140 hours considered one fulltime worker per month, the 69,294 manhours for March would mean 495 persons. Of these nearly 200 were minorities. It can be said that the rate of minority increase is slightly greater than the increased volume of construction. The total manhours for all crafts showed an increase of 12%, but total minority hours increased by 19%.

2. The apprenticeable trades (crafts having an apprenticeship or some form of training program) showed a bigger increase for most ethnic minorities. Spanish-Origin gained 3% from the previous six months; Asians increased by 0.6%; American Indians, 0.5%; Blacks down 0.6% and Caucasians decreased by 4.5% for the same period. The overall manhours for minority craftsmen was increased from 28.2% in September to 31.7% for March.

3. Since the first report of this kind issued three years ago, minority involvement in apprenticeship in City-funded construction contracts has been steadily on the rise. This report shows the trend is still continuing. 63% of the total apprentice manhours are minorities, compared with 54% in September 1972, and 54.5% a year ago. Biggest gain in apprentice manhours has been by Asians who jumped from 6.3% to 14.9%. Blacks and American Indians also showed a slight gain; Spanish-Origins decreased from 11.4% to 8.9%. (In addition, two female aprrentice carpenters were hired by a contractor. Their total are merged with other apprentices

4. There is no dramatic change in the journeyman classification for each of the minority groups except the total manhours for Spanish-Origins increased by 2,000 hours or 4%; total hours for the other groups have been stable.

However, minorities gained 3.4% total manhours over the last six months for the foreman category. This increase may be due to some promotional opportunities from the rank of journeyman over a period of time.

5. The HRC continues to analyze the six largest trades, a practice started with the last report. The carpenters remain a model of the best makeup of ethnic minorities. A comparison between September and March showed small gains in Iron Worker, Operating Engineer, Plumber/ Steam Fitter, and Sheet Metal Worker categories. Electrical workers showed fewer minority manhours this time. But no crafts can match the carpenter classification; this is the only skilled trade that continued to approximate the City's population distribution.

6. In the Noncraft classifications, Laborer, Teamsters, etc., as usual, minority groups have always been strong, especially in the Laborer classification. However, the fewest manhours have been for Asians and American Indians. In the white-collar work lines, field office office, and field supervision, Caucasian manhours totaled 88.5%. Only Spanish Origins and Asians have enough hours (711 out of 6,253 hours) to be considered statistically significant.

In response to a question from Commissioner Raab, Mr. Lim stated that the number of minority apprentice openings in these construction projects has been increasing steadily in the past three years. This is in addition to the increase in proportion of minorities as apprentices.

Commissioner Livermore stated that he felt that minority communities should be made aware of Mr. Lim's report. He said he felt that many Native Americans are placed,for example, only in certain trades by the Bureau of Indian Affairs, which does not make some trades, such as electricians, available to them.

Commissioner Jackson stated that because of past discrimination, many mimorities are loath to apply for trades where they have had no expectation of acceptance for employment. They need to be apprised of the opening doors in all trades, she said.

- First Referral in White-Collar Jobs: Status Report

A special subcommittee of the Employment Committee has been established to study the proposal, made by Director Becker at the HRC meeting of May 10, that the Right of First Referral of White-Collar Jobs be established with private employers, particularly in the new high-rise developments in the business district.

- Principles of Affirmative Action: Request for Adoption

This is an amended document, with a better definition of "quotas" (which the HRC rejects) and of specific kinds of affirmative action. Designation of women in the workforce has been added in two places. One item calls for constant review of affirmative action; this is to emphasize that the document is felxible and not one thought to be in unchangeable form. Employers are cited as needing to do a more effective job of disseminating information about entry-level positions, and promotions to current and prospective employees. No specific reference to any corporation or agency program is in this amended document.

It was

*****m/s/c that the HRC adopt the amended Principles of Affirmative Action.

- Correspondence from Liberty Bank

The text of an April 16 letter received by Gerard Feliciano of the HRC staff from Bruce K. Denebeim, Executive Vice-President of Liberty National Bank, was read in full. Commissioner Fine noted that this institution, contacted as part of the HRC's Afffrmative Action program with banks in the City, had returned reporting forms but resisted instituting an affirmative action program. The letter stated that Liberty National Bank was ceasing to do business with the City and County of San Francisco by not renewing deposits the City has with it. It asked that

its name be removed from the HRC's mailing list and concern. It stated that it wished to be on record "as stating that we have some doubts as to its (the City's Nondiscrimination Ordinance enforced by the HRC) administration in following both the spirit and the letter of the ordinance."

Commissioner Fine said he felt this was a matter involving community relations and principles and he proposed that the Chairman respond to Mr. Denebeim, making two points: 1. That the HRC would be most interested in any helpful comments the bank could make about why they think the HRC is not following the spirit and letter of the ordinance, and 2. in a cooperative spirit, to point out that the HRC enters into negotiations and cooperative endeavors not only with people doing business with the City but with private business and that it is interested in continuing its negotiations with Liberty National Bank.

Mr. Redus commented that Liberty's statement that it believed the HRC did not enforce the Nondiscrimination Ordinance (according to) the spirit and letter of the law pertained to the fact that the bank's posture is that enforcement should be specifically relative to religion (Catholics, Jews, etc.) and national and ethnic origin.

Chairman Bartlett made the point that it was desireable that when such an allegation (regarding enforcement of the Nondiscrimination Ordinance, for example) is made, the party should be asked to be specific.

Commissioner Raab suggested that the HRC clarify what groups are included in its enforcement of the Nondiscrimination Ordinance. This would include formulation of the understanding that anytime anybody in the community can bring to the attention of the HRC any ethnic, religious. or other group which it can be demonstrated is in both a position of historical disadvantage and in a current position of employment disadvantage as a result, the HRC would consider dealing with that group.

YOUTH AND EDUCATION

- Student Rights And Responsibilities Manual Evaluation - Michael Romansky

Mr. Romansky is a student intern at the HRC from Northwestern University. In June of 1971, following efforts of the City-Wide Youth Council, the Board of Education adopted the Student Rights and Responsibilities Manual, dealing with student rights concerning democratic representation, dress, use of school facilities, and suspensions.

A pilot study was then conducted to determine the feasibility of instigating appeals procedures in the schools. Following this, the Board ordered that appeals procedures be developed in all secondary schools and that the Evaluation Subcommittee conduct periodic evaluations.

Most schools do have due process proceedings at present. The procedures have seldom been used, however. There are several possible explanations for this:

1. there has been a lack of publicity of the document in the schools,

2. the procedures exist on paper only,

3. there are other effective grievance channels in the school that make the formal procedures cumbersome and unnecessary, and

4. it may be of importance to students that due process procedures simply exist.

Two junior and two senior high schools were evaluated during the past two months. Six teachers, 12 students, and 2 administrators were surveyed in each school to gather data on:

1. the existence of appeals procedures,

2. the mechanics of appeals procedures,

3. the existence of other grievance channels, and

4. the degree to which rights granted in the Manual have been implemented in the schools.

The major result of the evaluation was this: many students are unaware of their rights, unaware of the existence of appeals procedures, and, in many cases, unaware of the existence of the Students Rights and Responsibilities Manual. For this reason, the presentation to the Board of Education will center not on changes to be made in the document, but recommendations for strategies through which San Francisco students will be made aware of their rights, and eventually utilize the procedures in existence to safeguard these rights. All evaluation efforts have been accomplished through close association with the Field Instructional Services of SFUSD.

The document has been simplified from its 20-page form to a 2-page edited version. It will be recommended that each secondary student receive a copy next fall. Each student should also receive his own copy of specific school site appeals procedures and a list of alternative grievance procedures in existence in the schools. Further, it is recommended to the Board that copies of the edited Manual be posted in designated areas where students congregate--the library, cafeteria, gym, and student bulletin boards.

The Board of Education will be urged to encourage schools to plan small assemblies conducted by counselors, where rights and responsibilities will be discussed. The Board should mandate such assemblies for entering students (7th and 10th graders, transfers) within two weeks of their enrollment in the school.

The Board will be encouraged to implement discussion of the Students Rights and Responsibilities Manual into the social studies program. The document is relevant to this, and this process has been effective in one school visited.

Finally, the Board of Education should publicize the document through the San Francisco Media, including the San Francisco Progress.

Work with the City-Wide youth Council will aim at getting students involved in this publicity process, just as they were involved two years ago in producing the document.

- With an effective plan for educating students as to their rights and responsibilities, administration and staff fears of the document may be dispelled, and student anxiety towards working within the system may diminish.

- Report on Summer Youth Jobs - Johnny Brown

Mr. Brown, HRC Youth Organization Representative, was asked to make this report at the last HRC meeting on May 10.

On June 18 San Francisco will be faced with some 20,000 young people ages 14-22, from low-income families, looking for some type of employment during the summer months.

At this time only 1,500 jobs have been generated for the summer employment program. Last year the Neighborhood Youth Corps program, which no longer exists, provided some 4,500 additional youth jobs. Following is a breakdown of the 1,500.

200-500 Federal Civil Service Commission
250 Emergency Employment Act
500 Gas Tax (some $600,000 to be used to provide these jobs.)
250-300 Park and Recreation Department (being filled through the Unified School District).

The City-Wide Youth Council has played an important role in the effort to create additional jobs for youth this summer. In April the CWYC's

Employment Task Force met with the Mayor's Office to insure that youth would have an input by presenting a list of suggestions. The Mayor's Office has reactivated the Technical Resource Committee on Employment, which is charged with development and coordination of jobs in both the public and private sectors. Members of this committee are representatives of: Economic Opportunity Council-Youth Development Program, Federal Civil Service Commission, National Alliance of Businessmen, SF Unified School District, varied community groups, the City-Wide Youth Council, Human Resources Development (State department).

There is a possibility that there will be 11 target areas in the City that will receive the 1,500-plus jobs. As it stands now there are only 9 areas!

1. Haight-Ashbury
2. Potrero Hill
3. Western Addition
4. Chinatown
5. Hunters Point
6. OMI (Oceanview-Merced Heights-Ingleside)
7. Sunset/Richmond
8. Central City
9. Mission

The target area youth councils will be responsible for the selection of the youths to be hired.

The Mayor's Technical Resource Committee on Employment is prevailing upon the private sector to either pledge jobs for youth in view of the substantial cutback of Federal support, or, as an alternative, to pledge funds, at $500 for one position. The Youth Council is asking as well for establishment of a Youth Commission with opportunity for the Youth Council to participate. Mr. Brown said Mr. John A. DeLuca of the Mayor's Office had respnded favorably to both suggestions. Contacts are to be made with the banking, transportation, airport, oil, and retail industries.

Mr. Brown suggested that:

1. A letter be written to the Mayor suggesting use of revenue-sharing monies for summer and year-round youth programs.

2. The churches of the City be brought into the effort to raise money of provide job development.

Director Becker suggested the revenue-sharing suggestion be assigned to a committee.

*****The issue was referred to the Social Programs Committee,with participation by members of the Youth and Education and Employment Committees. Commissioners Giles and Raab and Wayne Redus will join that discussion.

It was also suggested that the Conference on Race, Religion and Social Concerns, which has already urged the Mayor's Office to use revenue-sharing monies for youth programs, be asked to take some action through their own efforts.

*****Mr. Brown was asked to provide information on the mechanics suggested for the $500 pledges, i.e. what agency would handle this money and disburse it.

SOCIAL PROGRAMS

- Request for Endorsement of AB 1244 (Moretti), AB 1266 (Bagley), and SB 395 (Marks/Moscone), all bills relating to State maintenance, through allocation of funds, of child care services cut off from Federal funding.

The three pieces of State legislation all pertain to continuing efforts to replace the loss of Federal social service funds for child care in the 1973-1974 fiscal year.

The Moretti bill, Assembly Bill 1244, is more extensive than the other two (AB 1266-Bagley; and SB 395-Marks) in that it provides, in addition to monies for children's center, preschool and day care services, expansion of child development services.

The Committee's recommendations for these bills were aided by the presentation at its last meeting May 15 by Mr. Ed Warren, who is active locally in child development work, who discussed in detail the revised Federal guidelines, and their effect on local care.

- AB 1244 will be heard by the Assembly Education Committee May 29.

- AB 1266 will be heard by the Assembly Welfare Committee June 4.

- SB 395 has not moved from the Senate Finance Committee, where it was sent March 15.

Commissioner Jackson read portions of the Moretti bill to point out its provisions in more detail for the expansion of child development services, including preschool, day care for children of migrant families, a children's center program, a neighborhood family day care system operated by the school district, homemaker services to meet emergency conditions, health screening and health treatment, etc.

In view of the fact that none of the three bills conflicts with one another, the HRC reaffirmed its basic concern to convey to the Legislature that, because of the suspension of Federal supports, child care and other services be maintained and expanded beyond their present levels and

It was

*****m/s/c that the HRC endorse AB 1244, AB 1266 and SB 395.

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Commissioner Fine asked that he might express his gratitude to the members of the HRC and the staff for both the personal and formal expressions of sympathy to himself and his family at the loss of his wife, Elizabeth Fine.

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DIRECTOR'S REMARKS

- Manuel Zaragoza, a new HRC Affirmative Action Officer, was introduced. He replaces Gerard Feliciano.

- Media Program Funding Application

The HRC application to the U.S. Department of Health, Education and Welfare has been turned down. A meeting was held with HEW May 24, where it was suggested that application be made for extension of last year's program. Originally HEW's advice was not to do this. An attempt will be made to draft an extension request if time permits.

- The HRC supported a number of applications for program funding by the San Francisco Foundation (Civil Service, support of the COMO organization in the Mission, etc.) but the HRC application seeking money for a survey of the effectiveness of work in affirmative action was not granted.

REMARKS FROM THE AUDIENCE

- Joint Statement of Pilipino-Organizing Committee And All Peoples' Coalition

Ms. Ann Rott, of the All Peoples' Coalition, and Antonio Grafilo, of the Pilipino-Organizing Committee came to the podium. Ms. Rott read in full a Joint Statement directed to the HRC regarding the hiring practices of the Hyatt Corporation, San Francisco. It asked the Hyatt Corporation to meet in good faith negotiations with the two organizations, charging bad faith in their job referral/hiring policy in the past. The statement asked investigation on four points, including a charge of hiring of "overqualified minorities", discrimination against persons with English language difficulty, hiring of San Francisco residents, and alleged

refusal to deal in good faith with community organizations. The statement asked for the development of additional affirmative action criteria based on the above four points. It asked also that the HRC hold open hearings on Hyatt's handling of minority hiring.

- Director Becker announced that the Hyatt Corporation will report June 14 on its hiring breakdown. He said that as a general approach the HRC does not insist that an employer negotiate with a particular community group, nor that he not negotiate. The reason for not insisting is that no community group represents all of the people in the City looking for employment. Care must be developed to avoid an aggressive push by one group from making it more difficult for people with just as legitimate claims on jobs in other areas to be considered by an employer. It is a difficult problem, never worked out satisfactorily, he said. An attempt is being made, however, to make it possible for every part of the City to be able to share in new job opportunities. None of the organizations, he said, is able to represent its part of the community totally because there are divisions within them.

- Susan Heller, HRC Affirmative Action Officer, then presented a chronological account of HRC's work with the Hyatt Corporation in the area of hiring for its Hyatt-Regency Hotel.

Since February, the HRC has been actively involved in advising Hyatt Personnel of Affirmative Action procedures, putting Hyatt in contact with community referral groups, and monitoring and documenting recruitment procedures. The recruitment phase of the Affirmative Action Program centered on recruiting minorities and women in all departments at all levels.

In early March, 60 groups with job referral components representing various ethnic groups in San Francisco were informad by the HRC of orientation sessions conducted by Hyatt Personnel. There were 5 such meetings in 5 areas of the City. At that time, Hyatt Personnel handed out job descriptions and discussed qualifications for each position. They also handed out and explained the recruiting procedure. These orientation sessions were followed by a memorandum advising community groups of initial interviewing dates for specific job classifications.

The Community College District generously made available to the Regency their facilities at 31 Gough on eight dates from March 15 to April 24 where four to six interviewers worked from 9:00 a.m. to 9:00 p.m. to process the applications. More than 10,000 people applied -- many from community referral groups, some of whom heard of the interviews by word of mouth, from union members, and from those employed elsewhere.

After each initial interviewing date for a job category, the applications were screened by Personnel and sent to Hyatt department heads for the second interview and selection or rejection. The General Manager and the Director of Personnel met with department heads to explain Hyatt's policy of equal opportunity and to assign them responsibility for implementation of the Affirmative Action Program for their respective departments.

Because of the large number of referral groups and the 10,000 applications, it is Hyatt's policy not to favor any one group and to hire the most qualified or qualifiable-with-training applicants from all referral groups.

Again, at this time the HRC can't evaluate the results of the Regency's recruitment efforts as statistics will not be available until June 14. But the HRC commends them for following the Affirmative Action procedures in recruitment as outlined.

*****Ms. Heller was asked to provide the HRC with the list of the sixty community job referral groups it recommended to Hyatt.

Ms. Rott said that her organizations' concern was not with Hyatt's policy of hiring minorities per se but in the way in which they do it. She alleged that 90 percent of the Committee's skill bank of approxi-

mately 800 persons have a minimum of one college degree and are being hired at entry-level jobs (maid, bellmen, etc.), thus denying these jobs to persons with lesser skills and serious needs for jobs.

*****Chairman Bartlett referred the Joint Statement and the concerns it outlines to the Employment Committee.

CALENDAR MATTERS

- The June meetings of the HRC will be June 14 and 28. The HRC meets once in July and in August, July 12 and August 9, respectively, the second Thursday in each month.

- Standing Committees

| | |
|---|---|
| Employment | Thursday, June 21, 9:30 a.m.<br>Cathedral House Library<br>1051 Taylor Street |
| Youth and Education | Wednesday, June 6, 3:30 p.m.<br>Cathedral House Library<br>1051 Taylor Street<br><br>and<br><br>Wednesday, June 20, 3:30 p.m.<br>same location |
| Housing and Urban Development | to be scheduled |
| Native American Advisory | to be scheduled |
| Police Liaison | Monday, June 11, 4:30 p.m.<br>HRC Offices, Room 509<br>1095 Market Street |
| Social Programs | Tuesday, May 29, 10:30 a.m.<br>HRC Offices, Room 509<br>1095 Market Street |

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:be
6-1-73

SF
H50
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# HUMAN RIGHTS COMMISSION
# OF THE CITY AND COUNTY OF SAN FRANCISCO

## Minutes of Meeting of June 14, 1973

* * * * * * * * * * * * * * * * * * * * *
* NEXT MEETING: June 28, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * * * *

NOTE: See under the Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

DOCUMENTS
JUL 2 1973
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ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Earl Livermore, Rev. Victor L. Medearis, Earl Raab, Louis Simon

Excused: Rev. George Bedford, Joseph Garcia, Louis Heilbron, Ms. Mattie Jackson, Leonard Kingsley, Curtis McClain

Staff

Present: William Becker, Frank Anderson, Francisco Avilles, Jack Casford, Mario Evangelista, Susan Heller, Ed Ilumin, Christopher Lamadora, Rosina Lettre, Shone Martinez, Gregory Marutani, Wayne Redus, Gail Roberts, Manuel Zaragoza

Pledge of Allegiance

Minutes of May 24, 1973 approved.

## COMMUNICATIONS

- From Louis F. Batmale, Chancellor/Superintendent, San Francisco Community College District, a copy of a resolution passed by the District Governing Board June 5, 1973 endorsing State Senate Bill 433 to fund the Educational Opportunity Program at the California State Colleges and Universities during the 1973-1974 academic year. The HRC had urged that the Board take this action.

- From Bob Moretti, Speaker of the California State Assembly, regarding child care funding and programs in California, noting that his bill AB 387, a stop-gap measure to assure continuation of child care programs through the current fiscal year, was signed into law March 26, 1973, and giving details of his AB 1244, which would insure funding through the 1973-1974 fiscal year, with provisions for regional model systems to develop innovative child care programs. The HRC previously endorsed AB 1244.

- From State Assemblyman John L. Burton, pledging support of Senate Bill 391, endorsed by the HRC. This bill would restructure juvenile and adult dentention facilities.

- From Assemblyman Burton also, pledging support of Assembly Bills 1244 and 1266 and Senate Bill 395, endorsed by the HRC. All these bills relate to State maintenance, through funding, of child care services cut from Federal budget proposals.

- From State Senator Milton Marks, pledging support of Senate Bills 395, 700, and 701, endorsed by the HRC. SB 700 and 701 relate to State funding for public employment and summer youth employment programs.

- From Willie L. Brown, Jr., pledging support for the Educational Opportunity Programs, and providing a copy of the Legislative Analyst's report on AB 361, introduced by him, to provide a formula to continually fund EOP, instead of relying on year-to-year funding.

*****This material was referred to the Youth & Education Committee.

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COMMITTEES

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Report by the Hyatt Corporation on Recruitment and Affirmative Action at the Hyatt Union Square and Hyatt Regency Hotels

Introduced by Director Becker were, from the Hyatt Corporation: Edward Sullivan, Vice-President; Bryan Mah, Personnel Director, Hyatt Regency; Wayne Williams, General Manager, Hyatt Union Square; Don De Porter, General Manager, Hyatt Regency; and Ms. Gail Royston, Assistant Personnel Director, Hyatt Regency. Other Hyatt officials present were not introduced by name, but included personnel staff from Hyatt Union Square.

Before their presentations, Chairman Bartlett stated that the progress report from Hyatt Corporation, brought in response to the HRC's work with it, has not yet been reviewed by staff, nor considered by the Employment Committee. Therefore, he ruled that the report would not be subject to discussion, only for clarifying questions.

*****The HRC staff evaluation will be made through the Employment Committee to the full HRC at its next meeting, June 28.

Ms. Royston sopke first. She explained in detail the history of Hyatt/HRC/community work in recruiting, and hiring, minority employees for Hyatt Regency. Plans began in February of 1973 to bring into full participation many divergent community groups and government agencies, through the assistance of the Human Rights Commission Affirmative Action staff, notably Ms. Susan Heller and Ms. Carmen Johnson. Four meetings were set up for March 7 and 8 with community organizations (notices sent to 60 community organizations based on information provided by the HRC and the State Department of Human Resources). These meetings were at the Booker T. Washington Community Center, St. Peter's Church, Potrero Hill Community Center, and the Chinatown Young Men's Christian Association. At these meetings information was provided on the jobs to be filled and recruitment dates and procedures. Organizations making referrals were asked to send the agency identification with the applicant, so credit could be given for referrals. All persons did not have this identification, however, so a complete referral source tally was not possible.

San Francisco Community College then provided space for a recruitment center at 31 Gough. Hyatt also met separately with the Pilipino Organizing Committee and the All Peoples' Coalition, at the request of these two groups, to discuss job openings and recruitment dates.

Recruitment for all hotel positions, including supervisory ones, began March 15. Wires were sent at hotel expense to notify the community of a date change at the last minute.

The Gough Street recruitment center had multi-lingual, multi-racial representatives to provide interviews and screening for applicants. Applications were referred to hotel department heads for final review and hiring. Supervisors made a special effort to obtain a racially-balanced workforce.

Criteria followed by Hyatt in hiring were: willingness to work, a need for employment, an attempt to upgrade the underemployed, and past work experience.

Bryan Mah, Director of Personnel, Hyatt Regency, was the next speaker. He described in detail processing of new employees by Hyatt Regency. This included orientation, issuance of uniforms, attendance at training films, provision of training manuals, etc., during all of which time employees were paid regular salaries. On-the-job training also was provided during the first one or two weeks. Mr. Mah emphasized the

employment policies regarding opportunity for women and announced that Hyatt Regency now employs women assistant hotel managers, women bartenders, managers, and supervisors. The hotel has been in operation 40 days. There have already been promotions within the staff, including front desk clerks to supervisors, maids to waitresses, etc. Technical and managerial training will be offered to employees to up-grade them. Counseling is provided and a liberal transfer policy is followed. This means that if someone does not work out in one position, an effort is made to find within the hotel another that is more suitable.

Don De Porter, General Manager, Hyatt Regency, next gave some statistics on the workforce. Of 770 employees currently on the job, 492, or 64%, are minority, he reported. The ethnic breakdown: Black--21%; Spanish--16%; Chinese--11%; Filipino--8%; other (primarily Samoan)--4%. There is one Native American. Mr. De Porter said that despite efforts to find and encourage Native American applications, records show only two applicants. Five employees are Japanese. The job category breakdown: management--39% minority; bartenders--80%; cashiers--78%; operating engineers--35%; cooks--51%; waiters--46%; cocktail waitresses--48%. There are areas such as food waitresses--34%, where Mr. De Porter said some improvement is needed. He pledged continuation of the minority recruitment program as job openings occur.

Mr. Sullivan stated that a Hyatt Union Square there is a more stable workforce situation because it has been open longer. Of the initial hire of 440 employees, 55.3% were minorities. Currently, there are 556 employees, with a 57.4% minority participation. The hotel is working towards a 60% goal.

In response to a question from Commissioner Simon about union membership for new employees, Mr. Sullivan said that there has been complete cooperation with all unions, and that acceptance of all applicants to Hyatt had been a condition before operations began. Director Becker noted that the HRC has a general agreement with the culinary unions when new hotels open in the City on acceptance of persons recruited through HRC work with the community.

Mr. Sullivan also responded affirmatively to Commissioner Raab on the question of Hyatt recruiting and hiring not only the qualified but the qualifiable, i.e. candidates for on-the-job training. This training is on-going in all hotels, he said.

Racial breakdowns by job categories such as bartenders and waiters at Hyatt Union Square were provided Commissioner Medearis at his request. There, of 18 to 20 waiters, 4 are Black, 2 are Filipino, and 1 is Spanish. At Hyatt Regency 7 are White; 11 are Black; 9 are Spanish-American; 4 are Chinese; and 4 are Filipino.

Commissioner Livermore asked if efforts had been made to recruit Native Americans through the American Indian Center and was told this had been done and would be done again.

It was announced again that the staff report to the HRC June 28 would have a complete breakdown.

Members of the Hyatt staff agreed to remain until the end of the meeting (Remarks from the Audience), at the request of representatives of the Pilipino Organizing Committee and the All Peoples' Coalition, for a discussion of the latters' concerns.

---- Commissioner Fine announced that the concerns of the Pilipino Organizing Committee and All Peoples' Coalition, who had distributed at this meeting a comments and questions sheet regarding their complaints against Hyatt policies in hiring and recruiting, and HRC's role, would be a top agenda item of the HRC Employment Committee meeting on Thursday. June 21, at 9:30 a.m. at Cathedral House, 1051 Taylor Street, and that the POC and APC were invited to that meeting.

- Jobs in Action for Latin Americans (JALA) -- Status Report: Francisco J. Avilles, and Mario Evangelista.

The purpose of this project is to increase significantly the number of Spanish-origin people in the mainstream of the institutional labor market, especially in government jobs. To this end, a Spanish-surname skills bank has been established which attempts to match qualified Spanish-origin persons with the openings which develop at the city, state and federal level. The ultimate goal of this effort is to have the percentage of Spanish-origin persons employed at the various levels of government approximate their percentage in the population of the City.

One of JALA's activities is compiling and analyzing statistical data and information obtained by investigation for significant trends, and then submitting recommendations for affirmative action in employment to the HRC.

The status report was in two sections. Mr. Aviles, project director, discussed current status and statistics.

The project continues to stress registration with it by Spanish-origin jobseekers. Community agencies, colleges and high schools have been contacted and public service announcement made over local TV and radio stations. Sixty-nine Federal agencies were contacted by letter to solicit notices of job openings. As of April 30, 18 agencies had responded---12 favorable, and 6 advising JALA to work through the U.S. Civil Service Commission.

Current JALA statistics are:

More than 800 inquiries, as of April 30, for information regarding employment in civil service. 608 persons, 469 living in the Bay Area, have filed employment and educational background information. 100 Bay Area residents have received a Federal Civil Service rating. They are not yet placed, but are now eligibles.

Job referrals---368 (229 to Federal; 58 to City and County of San Francisco; 9 to State of California; 82 to community agencies and other local governments).

Hires--46 (32, Federal; 6, City and County of San Francisco; 8, with community agencies or other local governments). The San Francisco statistics are, of course, in addition to those of the HRC's civil service recruiters.

JALA is working with persons being displaced because of the closing of the Hunters Point Naval Shipyard.

Mr. Evangelista then discussed in detail the problems JALA has encountered with the Federal Service Entrance Examination (FSEE).

The FSEE is one of some 20 competitive examinations produced by the U.S. Civil Service Commission. It is currently used to screen Junior level applicants for approximately 200 managerial, technical and professional occupations in some 50 U.S. government agencies.

The difficulty level of the questions is pitched for college seniors and graduates. Cut-off scores based on a minimum number of correct answers are set on the basis of what the Civil Service Commission calls normative data. Those scoring below the cut-off are normally considered ineligible; the rate of failure on this test is approximately 51 percent of all eligible test-takers.

JALA's applicants are failing the FSEE at a rate of 80 percentile. The primary avenue of entry into the Federal service for JALA applicants with high potential for responsibility and leadership is being closed at a rate of 8 out of every 10 times simply because many Spanish-origin cannot get beyond this examination. Yet, the higher the degree of responsibility and of decision-making, the fewer the number of Spanish-origin employees in U.S. Civil Service. Especially disproportionate numbers of Spanish-origin representation exist as one climbs beyond the Civil Service mid-level category (i.e. GS-9 through 12).

**** Mr. Evangelista asked that the HRC Employment Committee review this particular problem (the FSEE examination) and make recommendations on it.

Mr. Evangelista also discussed a second problem area-Federal Civil Service servicing of the Social Security Administration--asking that Commissioners keep in mind the educational barrier for many Spanish-origin persons of retirement age applying for Social Security benefits.

In April of this year, the San Francisco Social Security Administration contacted JALA about twelve job openings with their administration as benefit authorizers at the GS-5 level. The needed qualification for these jobs was a current GS-5 rating with the Federal government. There were no specialized job experiences needed because these openings were at an entry-level status.

JALA was called because Social Security Administration wanted Spanish-speaking applicants to fill as many slots as possible. The rationale behind this action stemmed from the Social Security Administration's lack of Spanish-speaking benefit authorizers, as well as the underrepresentation of Spanish-origin persons on their overall work force.

Benefit authorizers are desk jobs that involve a lot of paper work. They review claims that applicants submit to the Social Security Administration to obtain benefits. Benefit authorizers, as the name indicates, help determine the eligibility of the applicants.

JALA submitted the names of nine Spanish-origin applicants from the skills bank having current GS-5 ratings with the Federal government. JALA officially heard three weeks later that its referrals would have to pay their own expenses to Kansas City, plus their own living expenses, for thirteen weeks training there and that they would receive no per diem. Originally, JALA was told its referrals would be paid to go to Kansas City to be trained.

The reason that the referrals were going to Kansas City in the first place involved the Civil Service Commission's unwillingness to certify them. Kansas City is a different region and would certify the need for Spanish-origin people as benefit authorizers.

According to the Federal Civil Service Commission in San Francisco, a person has to have 100 points on the FSEE or at least in the high 90's to be picked for a Federal Civil Service job. If there is a job where a minority person is needed either because of the language difficulty or because of an underrepresentation problem, the Civil Service Commission will not consider that a valid reason alone. They go by the alleged merit system.

The only way JALA Spanish-origin referrals can obtain certification for any of these twelve benefit authorizer slots is to go to Kansas City. These same people have passed the FSEE and are currently holding certified GS-5 ratings. Social Security Administration wanted these applicants badly enough to be willing to send them to Kansas City for certification. The result was exclusion from these job openings for some of JALA's unemployed referrals who could not afford to go to Kansas City for thirteen weeks.

The San Francisco office of the Federal Civil Service Commission finally told the Social Security Administration that they would not swear in any of the referrals so that the referrals could go to Kansas City. If referrals would have been sworn in here in San Francisco, they could have had all their expenses paid. But the Civil Service Commission refused.

JALA feels that this action by the Federal Civil Service Commission is impeding the effectiveness of the program. Staff had to spend much more time than it can afford on this matter. Also, unemployed applicants were told one thing, then another, then another, thereby increasing their level of disillusionment with local government, plus compounding their level of frustration and anxiety.

Staff asks why one region can certify referrals and another region will not, and why all regions do not work under the same rules and regulations. Why is there a difference between one region and another? Is there a local attitude or an unwritten policy involved? Why is the San Francisco office of the Federal Civil Service Commission allowed to kill off an agency's efforts at affirmative action?

Mr. Aviles stressed that the FSEE examination guidelines provide an automatic 100 percent score for persons with a 3.5 grade point average or being in the upper 10 percent of a graduating class from college. These people can flunk the actual examination when they take it, but if they meet the academic standards as outlined they receive a 100 percent score. Others taking the FSEE examination may pass it, but since their scores are less than 100 percent, they are automatically ranked behind those eligible because of a college grade performance level.

NATIVE AMERICAN ADVISORY
Earl Livermore, Chairperson

- Recommendation for Adoption of Resolution in Support of American Indian Fair (and a proposal submitted for publicity and advertising funds).

Commissioner Livermore read this document in full.

It was

*****m/s/c/ that the HRC adopt the Resolution in Support of American Indian Fair. The fair will be held October 7, 1973, at the San Francisco Civic Center Auditorium. Proceeds will go to the American Indian Center and to the Indian community. A full copy of this Resolution is attached to these minutes.

Commissioner Livermore introduced Paul Moyer and Sam Eaglestaff, vice-president and president, respectively, of the American Indian Center. Mr. Moyer announced he is receiving his master's degree from the University of California School of Communications and Public Policy, the first Native American to do so. Mr Moyer addressed the HRC about Native American representation in culture and history, about a great Native American leader, Black Elk, and commended the HRC's support of the American Indian Fair.

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Committee Report - Commissioner Simon

The Youth and Education Committee meeting of June 6 discussed at length a youth commission proposal brought by Joseph Meza of the Office of the Mayor. The issue will be heard again by Youth and Education Committee June 20, following its having been discussed by the City-Wide Youth Council, and their recommendations will be brought back to Youth and Education for full discussion.

The issue of ethnic/racial imbalance in Zone III schools was raised by a member of the Committee. At the beginning of the 1972-73 school year, 11 schools were out of balance, that is, they were not within the 15% plus or minus of the pupil ethnic balance within the School District. By the end of the academic year, 16 schools are out of balance.

Johnny Brown gave a progress report on the Youth Council VD Control Project. The present funding through the U.S. Department of Health, Education and Welfare Public Health Service terminates June 30, 1973. Refunding for the 1974 fiscal year is being sought. The first-year operation of the VD Control Project has been very successful.

An extensive written report on the status of the juvenile detention facilities study was presented to Youth and Education Committee, cataloguing responses to the surveys sent to private placement agencies used by the Juvenile Court and the Department of Social Services. It has been recommended that the Subcommittee be reactivated and that the recommendations previously adopted by the HRC be actively pursued.

- Corbett Community School. Expansion Need for a Portable Classroom

The HRC has heard previously a report on the Corbett Community School experimental program utilizing to a maximum degree community parent participation. The expansion to seventh grade in the Fall of 1973 is jeopardized due to a question over the availability of a portable classroom to house the seventh grade. The Committee offered the draft of a letter to be sent Superintendent of Schools, Dr. Steven P. Morena, supporting the Corbett request for this portable classroom.

It was

*****m/s/c/ that the HRC authorize sending this letter, supporting Corbett School in its request for a portable classroom for the seventh grade.

SOCIAL PROGRAMS
Mattie Jackson, Chairperson

- Committee Report - Jack Casford, HRC staff

The Social Programs Committee met June 12. Commissioner Jackson was unable to be present due to a family emergency.

The Committee heard two guests:

Ms. Rose Penn, a Licensing Representative for the State Department of Social Welfare, and Mr. Nobusuke Fukuda, Child Welfare Supervisor for the SF Department of Social Services.

A statement on the child care issue with recommendations will be forthcoming to the HRC from this Committee in the near future.

DIRECTOR'S REMARKS

- Michael Romansky, of Northwestern University who worked with the HRC for the past several months as a student intern, has completed his assignment and asked to express his thanks to the HRC for his experience with it. The HRC's thanks in turn were expressed to him. Another Northwestern student, Michael Satz, will be will be with the HRC this summer.

- It was announced that Shone Martinez, Community Organization Representative for the HRC, recently was named Man of the Year by the State League of United Latin American Citizens (LULAC). Mr. Martinez is a newly elected deputy State director of LULAC.

It was

*****m/s/c that the HRC officially commend Mr. Martinez on this honor.

- It was announced that Marvin Robinson, a Community Liaison Worker for the HRC, has been promoted to Affirmative Action Officer, in which capacity he will coordinate community organizations in their relationship to the Yerba Buena Center construction projects.

- It was announced that there will be a community hearing at Burnett School on Friday, June 15, called by U.S. Senator Alan Cranston, at 2 p.m. A number of speakers will discuss retention of public employment programs. They include Wilson Riles, State Superintendent of Schools, U.S. Senator W. F. Mondale, and Mayor Joseph L. Alioto.

- The San Francisco Foundation has not funded the HRC's proposal to do a study of affirmative action techniques.

REMARKS FROM THE AUDIENCE

- George Crippen, Placement Officer, Placement Center, City College of San Francisco, suggested that salary ranges for all jobs also be included in the workforce breakdown reports from the Hyatt Corporation.

- Ms. Ann Rott, of the All Peoples' Coalition, read in full a paper entitled "Some Comments and Questions for the Human Rights Commission" distributed to the Commissioners. She was accompanied by Richard Sorro, of the Pilipino Organizing Committee. The document was signed jointly by the Coalition and the Pilipino Organizing Committee. The paper contained five questions regarding Hyatt's meeting with the signatories, HRC concern about hiring practices, about language discrimination, about preference in affirmative action hiring to San Franciscans, and a challenge to the issue of "representation". The document also stated "We might point out that neither of our organizations has sought to become the sole bargaining agent in any negotiations with anyone."

  Ms. Rott also gave the HRC copies of a memorandum of April 5, 1973, and a letter of April 23, 1973, addressed by the All Peoples' Coalition to Philip Lombardi, Director of Industrial Relations, Hyatt Corporation.

  Mr. Sorro discussed the employment concerns of the Pilipino Organizing Committee and its desire to discuss them with Hyatt Corporation.

**** Chairman Bartlett responded to the presentation. . He informed the speakers that their concerns as expressed at the May 24 HRC meeting had been referred to the Employment Committee which meets next June 21. It has not had a meeting since May 24. This Committee follows HRC procedure and is charged to report back to the full HRC with its recommendations.

Commissioner Fine noted that the questions in the presentation of this date were addressed to the HRC directly. The Hyatt Corporation will be invited to attend the Employment Committee's June 21 meeting.

Commissioner Raab identified three issues involved:

1. The affirmative action program of Hyatt Corporation.

2. Questions raised by the POC and APC with respect to policy matters.

3. Agreements between neighborhood groups and employers.

Antonio Grafilo of the POC spoke briefly to the HRC concerning a delegation of people from his organization that went to the Hyatt Regency Hotel on June 9 to have a cup of coffee and see the new hotel. He charged that this group was forced to leave under police pressure. Chairman Bartlett read a letter written June 11 by the POC and the APC to Director Becker, signed by Mr. Grafilo and Mario Ferretti. The letter contained this sentence "We continue to prefer to settle these differences across the negotiating table. In the absence of good faith negotiations, we will continue our direct action program against Hyatt Regency. As you may have heard, approximately 100 members of our two organizations had a sip-in in the Hyatt Regency restaurant on Saturday. That action was the first in a series of planned direct-action activities whose purpose is to get Hyatt to the negotiating table".

Asked if the sip-in constituted a demonstration, Mr. Grafilo conceded that it did.

Ed De La Cruz, speaking as a concerned citizen, asked if the HRC could clarify its position vis-a-vis community organizations. Chairman Bartlett responded that it is the policy of the HRC to encourage dialogue and participation by and with community organizations that represent a recognizable segment of a population. At

the same time, the HRC does not sponsor one particular such organization.

Director Becker stated that in the field of employment the HRC attempts to make sure that every possible organization in the community in every group has the information and access to the system for getting people considered for employment. In doing this, the HRC has learned that there are sixty-some organizations in the City concerned with job placement. He noted that there were 10,000 applicants for the Hyatt operation. Analysis of the sources of referral will indicate what segments were the most productive in this respect. The HRC, he said, will change the list of job referral organizations recommended to employers, depending on the demonstrated ability and interest of organizations in making job referrals.

Commissioner Fine made a personal comment, noting that the HRC's review of the Hyatt report, or any evaluation or recommendations that will be forthcoming, is not intended to be a terminal report. He stated also that he personally felt that during the period of staff work on the Hyatt job recruitment program, the corporation has acted cooperatively, sincerely, and in good faith with the HRC.

CALENDAR MATTERS.

- The next meeting of the HRC will be June 28. The summer meetings will be July 12 and August 9.
- <u>Standing Committees</u>:

| | |
|---|---|
| Employment | Thursday, June 21, 9:30 a.m.<br>Cathedral House Library<br>1051 Taylor Street |
| Youth and Education | Wednesday, June 20, 3:30 p.m.<br>Cathedral House Library<br>1051 Taylor Street |
| Housing and Urban Development | To be scheduled |
| Native American Advisory | To be scheduled |
| Police Liaison | Monday, July 2, 4:30 p.m.<br>HRC Offices, Room 509<br>1095 Market Street |
| Social Programs | To be scheduled |

- Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:cc
Attachment
6/21/73

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103
558-4901

RESOLUTION IN SUPPORT OF AMERICAN INDIAN FAIR
and Proposal submitted for Publicity and Advertising Funds

WHEREAS, the Native American Advisory Committee of the Human Rights Commission brings to the attention of the Human Rights Commission, the forthcoming American Indian Fair, to be held on October 7, 1973 at the San Francisco Civic Center Auditorium; and

WHEREAS, a proposal has been submitted to the Office of the Chief Administrative Officer, for funds from the Publicity and Advertising Fund. These funds ($15,000) will go to develop performances, programs, and activities of this cultural event; and

WHEREAS, the HRC has in the past supported all efforts to make the San Francisco American Indian Fair a successful fund-raising activity, and also the Mayor's Office in the past has participated and proclaimed September 20th to 26th, Indian Week; and

WHEREAS, the Fair Committee has a commitment from Kay Starr, Jonathan Winters, Ethel Kennedy, and others to participate in this year's events; and

WHEREAS, the proceeds from the fair will go to the American Indian Center and to the Indian Community, and this event is duly sponsored by the American Indian Center whose services are given relative to employment, training programs, legal matters, tutorial services for pupils, emergency food and lodging, arts and crafts, and general information; now,

THEREFORE, be it resolved, that HRC support the proposal submitted to the City Administrator's Office and urge support and participation from Mayor's Office, the Board of Supervisors and all San Franciscans, to make this year's Indian Fair a most successful event; and

BE IT FURTHER RESOLVED, that the Human Rights Commission commend the efforts of all who are contributing to the creation of this cultural event to the City, as a means of educating the general public as to the achievements and needs of Native Americans today.

Resolution 8-73
Adopted by HRC 6/14/73

cc
6/21/73

h73

# HUMAN RIGHTS COMMISSION
# OF THE CITY AND COUNTY OF SAN FRANCISCO

## Minutes of Meeting of June 28, 1973

DOCUMENTS
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*       NEXT MEETING:  July 12, 1973      *
*                      Thursday           *
*       Commission Room, Third Floor      *
*       Main Library, Civic Center        *
*              9:30 A.M.                  *
*       This will be the only meeting     *
*       in July.                          *
* * * * * * * * * * * * * * * * * * * * *
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NOTE: See under the Calendar Matters Section of these Minutes the schedules of HRC regular committee meetings.

ROLL CALL

Commissioners

Present: Rev. Victor L. Medearis (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles

Excused: The Very Rev. C. Julian Bartlett, Louis Heilbron, Ms. Mattie Jackson, Leonard Kingsley, Earl Livermore, Curtis McClain, Earl Raab, Louis Simon

Staff

Present: William Becker, Director, Jack Casford, Ms. Susan Heller, Ms. Carmen Johnson, Gregory Marutani, Wayne Redus, Ms. Gail Roberts, Ms. Alexandra Woods, Manuel Zaragoza

Pledge of Allegiance

There was no quorum for this meeting. All actions requiring a vote were postponed until the July 12 meeting. Therefore, the Minutes of May 24, 1973 were not approved at this time.

## COMMUNICATIONS

- From Supervisor John L. Molinari, thanking the HRC for sending information regarding the case of Don Jackson versus the Pacific Telephone & Telegraph Company, and stating he was interested in the subject of discrimination based upon sexual orientation.

- From Lane E. DeLara, Associate Superintendent, Operations and Instruction, San Francisco Unified School District, announcing that an additional classroom ("another bungalow") will be moved to Corbett School in the Fall to accomodate the seventh grade. The HRC had voted May 14, 1973 to urge the District to do so.

- From Isadore Pivnick, Assistant Superintendent, Elementary Division and Resource Development, SFUSD, announcing the same action as Mr. DeLara's letter.

- From David J. Sanchez, Jr., Ph.D., President, Board of Education, informing that the Board of Education approved immediate suspension for any person bringing a deadly weapon into a school. This information was provided in conjunction with the HRC's communicated concern (in March, 1973) over proposed Board action regarding policy with students charged with possessing weapons.

- From U.S. Senator Alan Cranston, acknowledging HRC endorsement of S 485, the "Safe Schools Act of 1973", and its suggestions for amendments, including the need for student involvement. Senator Cranston said the Senate Labor and Public Welfare Committee is attempting to put together a field hearing agenda, possibly for late August or early September.

- From Ms. Gloria Hampel, Personnel Officer, San Francisco Medical Center Outpatient Improvement Program, thanking Ms. Alberta Grant, HRC Community Liaison Recruiter, for assisting with an oral interview board for selecting personnel for this new program.

- From Gerald J. Hood, Executive Director, Marin County Human Rights Commission, thanks to Jack Casford for appearing, on behalf of the San Francisco HRC, to support its budget request at the Marin County Board of Supervisors' hearing. Director Becker noted that the Ordinance which mandates the HRC requires that it cooperate on a regional basis, and he noted the HRC's strong concern for suburban areas where minority representation is often minimal.

## COMMITTEES

**EMPLOYMENT**
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Candlestick Park Affirmative Action Program Status Report - Ed Vurek

Last year the HRC negotiated affirmative action agreements with two Candlestick Park concessionaires, Stevens California Enterprises and S.E. Onorato, Inc. This report will include the workforce statistics for both organizations through December 31, 1972 and the first report of Stevens for 1973.

Stevens California Enterprises

Stevens operates the food concession at Candlestick including the vendors who work the grandstand, the stationary food stands, and the restaurant. The agreement is for five years. The first year, 1972, emphasized recruitment and referral of residents of the Hunters Point-Bayview community.. The referral source was the Southeast Development Corporation. Beginning this year, recruitment and referral of minorities is aimed at reaching ethnic population parity on a city-wide basis, coordinated through the HRC employment recruiters in all ethnic communities.

Stevens' final report for 1972 covers September 18 to December 31, the end of the baseball season and the entire football season. The report is designed to compare the work force before the agreement (April 21, 1972) and after (up to December 31, 1972).

| | Before 4/21/72 | After 4/21/72 |
|---|---|---|
| Culinary | | |
| Black | 10.6% | 22.5% |
| Spanish-Origin | 08.5% | 12.7% |
| Chinese | -- | 04.0% |
| Filipino | 01.4% | 02.3% |
| Japanese | -- | -- |
| Native American Indian | 00.7% | 01.2% |
| Other Non-White | -- | 00.6% |
| | 21.2% | 43.3% |
| Vendors | | |
| Black | 07.3% | 07.7% |
| Spanish-Origin | 10.9% | 09.9% |
| Chinese | 00.4% | -- |
| Filipino | 00.4% | 03.3% |
| Japanese | 00.4% | -- |
| Native American Indian | 00.4% | -- |
| Other Non-White | 00.4% | -- |
| | 20.2% | 20.9% |

The first report for 1973 covers April 9 to June 3. This begins the city-wide phase of the agreement, and also includes a breakdown by sex and work force.

| | Men | Women | % of Work Force |
|---|---|---|---|
| Culinary | | | |
| Black | 10 | 7 | 27.0% |
| Spanish-Origin | 5 | 3 | 12.7% |
| Chinese | - | 3 | 04.7% |
| Filipino | 1 | 3 | 06.3% |
| Japanese | - | - | -- |
| Native American Indian | 1 | - | 01.5% |
| Other Non-White | - | - | -- |
| | 17 | 16 | 52.2% |

| Vendor (all male) | % of Work Force |
|---|---|
| Black | 03.9% |
| Spanish-Origin | 07.8% |
| Chinese | -- |
| Filipino | 05.9% |
| Japanese | -- |
| Native American Indian | -- |
| Other Non-White | -- |
| | 17.6% |

All of the vendors are male. On the culinary staff, 30.1% are women. This includes waitresses in the restaurant, cashiers, and cooks in the food stands. The program has been progressively successful in the culinary staff where minority employment reached 52.2% as af June 3, 1973. One of the problems has been the lack of improvement in minority participation among the vendors. The culinary staff is paid a standard wage while the vendors work mainly on commission, according to the amount sold. The culinary jobs are more profitable. Poor attendance has affected both categories in that there are fewer jobs and vendors make much less when business is bad. This factor also affects the size of the parking plaza work force. The HRC employment recruiters will, hopefully, effect an increase in minority participation in the vendor jobs.

S.E. Onorato, Inc.

This firm operates the parking concession at Candlestick. The HRC was interested not only in the ethnic breakdown of the work force, but in the number of hours worked by each group. The first report covered the period from May, 1972 to December 31, 1972.

| | % of Work Force | # of Hours Worked |
|---|---|---|
| Black | 31.5% | 1,045 |
| Spanish-Origin | | 548 |
| Chinese | | 983 |
| Filipino | | --- |
| Japanese | | 189 |
| Native American Indian | | --- |
| Other Non-White | | --- |
| | | 2,765 (68% of total 4,073 hrs.) |

Minority employees made up 63% of the work force, but worked 68% of the total hours logged at the operation. The next report from S.E. Onorato is due June 30.

Subsequent to this report to the HRC's Employment Committee June 21, the manpower referral unit of the Bayview-Hunters Point Model Cities Program was refunded. Although the affirmative action agreement with Stevens emphasizes attainment of population parity in its work force at this time, they are required to maintain the level of the Bayview-Hunters Point residents on the work force. The manpower referral unit will be responsible for implementing that requirement of the agreement. To reach population parity among work force, Stevens Enterprises will work with Al Howard and the HRC employment recruiters.

Mr. Vurek explained that the HRC asks companies with which it does affirmative action work to use the 1970 Census minority population figure of 42.8% for San Francisco as the parity towards which to work in achieving a balanced work force.

Commissioner Fine noted that much of the success of some HRC affirmative action programs is dependent on its recruiter staff, composed of persons working under the Emergency Employment Act. Cutting by the Federal government of funds for this EEA project would seriously hamper the HRC's ability to develop it further.

- Affirmative Action Recruitment and Hiring: Hyatt Corporation
Staff Report: Susan Heller

Before Ms. Heller's report, Commissioner Fine announced that a letter addressed to him had been received from the Pilipino Organizing Committee and All Peoples' Coalition before the most recent Employment Committee meeting June 25. These two groups had been invited June 14. to send representatives for participation in the Committee's discussion of five questions they raised regarding the HRC's role in the Hyatt Corporation's minority recruitment and hiring practices. The letter, said Commissioner Fine, said that in view of his comments at the last (June 14) HRC regular meeting, (Commissioner Fine said "that he personally felt that during the period of staff work on the Hyatt job recruitment program the corporation has acted cooperatively, sincerely, and in good faith with the HRC." Quotes from the HRC Minutes of June 14) there was no point in their attending the Employment Committee meeting. These groups will, however, said Commissioner Fine, be sent copies of the HRC's staff Report in addition to its response to their questions.

Ms. Heller prefaced her summation of the full Staff Analysis of Hyatt Affirmative Action Recruitment and Hiring (which is attached to these Minutes) by stating that Dr. Al Azevedo, Pacific Heights Director, Adult/Occupational Division of the Community College District, should be thanked especially for his making facilities at 31 Gough Street available for screening for applicants for Hyatt Regency jobs.

Ms. Heller stated that although the Hyatt Corporation is not a contractor to either the City or the Federal government, it has pursued an affirmative action program voluntarily. Since 1970 the HRC has been working with Hyatt to ensure employment opportunity for minorities.

She noted the special contributions (translations, job orders, etc.) of Ms. Carmen Johnson, on loan from the State Department of Human Resources to the HRC, to the Hyatt program of Herb Spiro, the HRC Affirmative Action Officer, no longer on the staff, who worked originally with Hyatt Union Square personnel to insure that community groups in the City were involved, and of the HRC's staff of employment recruiters.

The stated minority work force goal at the Hyatt Union Square Hotel was 60%, and at the Hyatt Regency, 60% in each department and each category, plus the goal of placing women in jobs heretofore reserved for men and vice versa.

| Hyatt Regency | Total Employees | # of Minorities |
|---|---|---|
| | 805 | 519 |
| | 100% | 64.4% |

Hyatt Regency (continued)

| | Total Employees | # of Minorities |
|---|---|---|
| Executive, Managerial, and Supervisory | 67<br>100% | 26<br>38.8% |
| Office and Clerical | 116<br>100% | 73<br>62.9% |
| Housekeeping | 134<br>100% | 124<br>92.5% |
| Bellman, Doorman, Parking Valet | 46<br>100% | 38<br>82.6% |
| Building Maintenance | 20<br>100% | 7<br>35.0% |
| Food Preparation | 79<br>100% | 45<br>56.9% |
| Food Service | 225<br>100% | 104<br>46.2% |
| (Captains, Head Waiters, Hotesses & Waiters Only) | 60<br>100% | 26<br>43.3% |
| Bar Help | 35<br>100% | 28<br>80.0% |
| Clean Up | 44<br>100% | 44<br>100% |

Hyatt on Union Square

| | | |
|---|---|---|
| | 590<br>100% | 334<br>56.6% |
| Executive, Managerial, And Supervisory | 50<br>100% | 13<br>26.0% |
| Office and Clerical | 80<br>100% | 31<br>38.7% |
| Housekeeping | 129<br>100% | 127<br>98.4% |
| Bellman/Doorman | 17<br>100% | 9<br>52.9% |
| Building Maintenance | 15<br>100% | 2<br>13.3% |
| Food Preparation | 79<br>100% | 46<br>58.2% |
| Food Service | 146<br>100% | 64<br>43.8% |
| (Captains, Head Waiters, Hostesses & Waiters Only) | 57<br>100% | 20<br>35.0% |
| Bar Help | 22<br>100% | 10<br>45.4% |
| Clean Up | 27<br>100% | 23<br>85.1% |

In the attached material there is an analysis of Hyatt's efforts for both the Hyatt Union Square and Regency sites.

In discussing future projections for Hyatt, Ms. Heller noted that there is to be a special recruitment program for Native Americans. A meeting was held June 25 at the HRC with personnel people from both Hyatt hotels, and representatives of the Native American community. A strategy was mapped out to bring more Native Americans into the recruitment process by: 1) using employer/union training programs and 2) utilization of Native American media on a wide range to provide information about job programs.

Hyatt officials who were precent at this meeting (the HRC June 28 meeting) stated that in the past week five applications from Native Americans have been received and three positions filled. The personnel departments of both Hyatt hotels will exchange information on Native American applicants.

Ms. Heller also pointed out what she called "an extremely important "facet" of the Hyatt program, that of having their personnel department monitor department head requests for additional personnel by studying the department's minority and female workforce breakdown, and referring individuals of a specific ethnic origin that is in low representation at the time. The policy is called selective certification.

Employee development through training and orientation was also cited as a progressive company policy, a policy which includes as well reporting to the HRC on a regular basis for evaluation.

Commissioner Fine asked that adoption of the Staff Report be postponed to the next HRC meeting and he commended the staff for its work.

- Joint APC-POC Document: "Some Comments and Questions For the Human Rights Commission" - Wayne Redus

Mr. Redus read in full a detailed response to the five questions and comments addressed to the HRC by the APC-POC. The response was adopted by the Employment Committee.

- Recommendation of Endorsement of AB 86 and SB 61

Action postponed until the HRC meeting July 12. One of the bills, AB 86, passed the Assembly. This would require state and local agencies serving substantial numbers of non-English-speaking persons to employ bilingual personnel in public contact positions.

- It was announced that a Sub-Committee on First Referral has been named. Its members are: Shelagh F. Jones, Chairperson, Employee Relations Representative, Chevron,Chemical Company; Mike Grimes, Area Representative Human Resources Development Institute, AFL-CIO Percy Menzies, Staff Assistant, Sears Roebuck and Company; Robert Gicker, Vice President for Urban Affairs for Wells Fargo Bank. They will make a preliminary report to the HRC in the near future. The first-referral concept was first suggested by the Director to the HRC May 10 to provide that right of first referral for white-collar jobs (to San Francisco community agencies) be established with private employers, particularly in the new high-rise developments in the City's business district.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- Sacramento-Stockton Housing Site Grant: Edith Witt

The Federal Housing and Urban Development Department announced through U.S. Representative William Mailliard's office June 27 the grant of $1.3 million for acquisition, land clearance and resident relocation at a housing site in Chinatown at a corner of Sacramento and Stockton Streets.

The HRC's involvement in efforts to move this project has been a long-standing one. The Rev. Harry Chuck, chairman of the Chinatown Coalition for Better Housing, telephoned Ms. Witt to tell her about the grant, which had been delayed by the Federal housing moratorium. This is the first step, said Ms. Witt, in the realization of a Chinatown Plan, on which the HRC has worked with the City Planning Department, the Redevelopment Agency, other public agencies and the Chinatown community. Approximately a year ago the City approved its one-third share of funds for the development of the Sacramento-Stockton site. The impoundment of the Federal money, the $1.3 million, in early January, had dashed hopes locally for obtaining it, but this most recent announcement says that the money is exempt from impoundment because of the critical need for housing in the Chinatown community.

The Federal grant does not provide for construction costs, but community people feel they will be able to work out plans to build the apartments, possibly as early as 1975.

- Fair Housing Planning Committee

This Committee was established by the Board of Supervisors in November of 1972. It is made up of 25 representatives from community organizations and 10 from public agencies. It was charged with bringing back to the Mayor a recommendation on how to open housing to all in the City, and how to integrate--racially, ethnically, and economically--the City's neighborhoods. It has divided itself into 16 working groups. It is hoped that by the end of August they will begin to put together their recommendations.

- The Committee endorsed the HRC draft of an ordinance on an Annual Apartment House Survey, with two amendments: 1) That the HRC be the administering agency and 2) That information requested of property owners include their policy on rental to families with children.

- A start has been made on a rehabilitation loan program, to be called Rehabilitation Assistance Program (RAP). Information on this project was provided in the Commissioners' packets. The Board of Supervisors has passed a recommendation of the Joint Finance and Governmental Services Committee and introduced by Supervisor Barbagelata, a resolution Authorizing the City to Establish a Housing Rehabilitation Financing Program for Use in Conservation Areas Designated under the San Francisco Housing Code. The resolution now has to be written as an ordinance.

*****The HRC will be asked to endorse this resolution at a later date.

Ms. Witt said that this program is supported by real estate people, the banks, property owners, tenants, neighborhood organizations, and City departments. The Fair Housing Planning Committee's largest subcommittee is working on it, with an exchange of information and activity between community and City agencies. Substantially all of the recommendations by the Fair Housing Planning Committee were included in the Board's resolution.

The movement supporting below-market-rate-interest loans for rehabilitation of property in the City has developed in intensity since the Federal government's cutoff of the FACE program loans (Federally-Assisted Code Enforcement). These loans would enable neighborhoods to remain integrated, encourage new people to move in, keep rents reasonable, etc. The key to the program, said Ms. Witt, is its economic feasibility. The Bank of America will lend the City $20 million, $8 million in the first year at 4½% interest. The City will have to increase this rate in order to maintain a bad-debt reserve. The City will lend money then to property owners in three designated (by City Planning Department and Board of Supervisors) neighborhoods. There remain two legal rulings, one by the Attorney General and one by at least an Appellate Court that the City has the right to conduct such a program and a ruling by Internal Revenue Service that the interest received by the bank is tax exempt. The program will be started, as stated in the Board's Resolution, in

the Duboce Triangle, Bernal Heights, and Alamo Square. The Inner Richmond and Upper Haight-Ashbury have applied for designation. Chinatown will be considered as high priority after the FACE-designated areas.

- Report: "Sorry, It's Been Rented"

This is a compilation made by the HRC's Housing Staff of twelve examples, in detailed cases, of housing discrimination in San Francisco. These cases try to show the variety of subtle ways some property owners utilize to practice illegal discrimination in rental housing. Many people, said Ms. Witt, are still unaware of the extent of discriminatory practices in the City.

*****It was suggested that copies of the report be sent to real estate interests.

Copies also are available from HRC on request to the Human Rights Commission office.

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Report on San Francisco Unified School District Affirmative Action in Personnel.

Dr. Frederick Kennedy, new Assistant Superintendent, Personnel Services, for the School District, brought information to the most recent Youth and Education Committee on the racial distribution of certificated employees for the years 1968-1972, and a status report on certificated personnel. Commissioner Giles referred Commissioners to two detailed statistical tables in their packets and discussed important points they contained. They included:

1. In almost all minority categories, there has been a numerical and percentile increase, with a simultaneous decrease in Other White.

2. The total of Other White certificated personnel has declined in larger number than the total number of certificated personnel from 1968-1972.

The racial breakdown is into ten ethnic designations, including Unknown, Other Non-White, etc., giving, for each of the years, by job category, the percentile and numerical figures.

- Resolution in Support of Horizons Unlimited

Postponed for action to July 12.

- Report on CORO Foundation Workshop for Teachers

Commissioner Giles participated in this workshop entitled "Education For Survival" recently at Lone Mountain College.

SOCIAL PROGRAMS
Mattie Jackson, Chairperson

- There was no committee report. Commissioner Jackson was unable to be present due to the death of her sister.

*****The Chairman directed that an expression of formal condolences on behalf of the HRC be sent to Commissioner Jackson.

DIRECTOR'S REMARKS

- Commissioners wereprovided copies of the HRC's supplemental budget appropriation request to the Mayor's Office for allocation of $60,000 in Federal revenue-sharing funds, for approval by the Mayor and the Board of Supervisors. The emphasis is totally on Affirmative Action Officers, meeting the guidelines for revenue-sharing and consistent

with the HRC's continuing need for staff to enforce the Nondiscrimination Ordinance.

- Director Becker read in full a letter to Bernard Orsi, General Manager, Personnel, San Francisco Civil Service Commission, on the subject of police minority recruitment. A court suit on this issue is now being argued, and Mr. Orsi has been attempting to stimulate more minority recruitment by the Police Department. The letter contains a number of suggestions on the selection approach.

*****The Employment Committee and Civil Service Task Force will be asked to consider these suggestions.

*****It was requested that copies of the letter be sent to all Commissioners.

CALENDAR MATTERS

- The HRC meets next July 12, its only July meeting.

- Standing Committees:

| | |
|---|---|
| Employment | Thursday, July 19, 9:30 a.m.<br>Cathedral House Library, Grace Cathedral<br>1051 Taylor Street. |
| Youth and Education | Wednesday, July 11, 3:30 p.m.<br>Cathedral House Library, Grace Cathedral<br>1051 Taylor Street |
| Housing and Urban Development | to be scheduled |
| Native American Advisory | to be scheduled |
| Police Liaison | Monday, July 2, 4:30 p.m.<br>Human Rights Commission Offices<br>1095 Market Street, Room 509 |
| Social Programs | Tuesday, July 10, 10:30 a.m.<br>Human Rights Commission Offices<br>1095 Market Street, Room 509 |

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

Attachments: #1 - Analysis of Recruitment Statistics - Hyatt Hotels

WB:JC:be
7-5-73

Attachment #1

# AN ANALYSIS OF RECRUITMENT STATISTICS - HYATT HOTELS

It was Hyatt's intention to equal or exceed the minority representation in each ethnic group in the city of San Francisco and the 1970 census figures were used as guideline figures.

## Hyatt Union Square

(If the percentages of minority participation are considered without reference to job categories, several facts stand out. The minority percentage of 57% is only 3% less than the stated goal. There is excellent representation of Filipinos and Chinese; fair representation of Blacks and women; underrepresentation of Native Americans (no employee) and Spanish Origin - 4%.)

### Specific Categories -- Minorities

| | |
|---|---|
| Managerial and Supervisory | 1. Very good representation of Blacks<br>2. No Spanish Origin and only one Chinese |
| Office and Clerical | 1. Good Black Representation<br>2. Low Chinese and Spanish Origin representation<br>3. Mostly Caucasian |
| Housekeeping | 1. Excellent Filipino representation in all six housekeeping classifications<br>2. Good Black representation in Inspectress category; low Spanish and no Chinese |
| Bellman/Doorman | Doormen, all Black; Bellmen, mostly Caucasian |
| Building Maintenance | Mostly Caucasian |
| Food Preparation | Good minority representation<br>Chinese and Filipinos are well represented. |
| Food Service | Mainly Caucasian (Hostess, Head Waiter, Waiter, Waitress--Food and Beverage)<br>Spanish Origin, well represented; many Chinese bus help |

Female employees make up 39.3%. Although there is fairly good representation in Managerial and Supervisory positions, most women are employed in traditionally female occupations such as Office and Clerical Housekeeping, and Food Preparation (Hostess, Waitress, and Cocktail Waitress).

| | |
|---|---|
| Bar Help | Good representation of minorities |
| Clean Up | Mostly minorities; excellent representation of Spanish Origin. |

### Major Problem Areas

No Native American Indians
Underrepresentation of Spanish Origin employees
Low representation of minorities, especially Spanish Origin and Chinese in management and supervisorsy
Low representation of minorities in clerical positions
Fair representation of minorities in food service
Women - representation only in traditionally female jobs.

### Hyatt's Future Projections

1. Special Recruitment Program for Native Americans
2. Personnel Department monitoring of Department Head's recqest for additional personnel by a study of department's minority and female

Hyatt Union Square

Hyatt Future Projections (continued)

.breakdown and referral of individuals of specific ethnic origin that is low at the time of request

3. Employee Development Opportunities

   a. Series of orientation classes given for new employees
   b. Tuition reimbursement plan for employees
   c. Series of classes and programs directed to areas of hotel training

4. Leadership role in hote industry/union training programs. These training programs are already in existence and it is anticipated that the program can be expanded to cover training for almost all areas of the hotel industry.

5. Reporting to Human Rights Commission on regular basis for evaluation.

Hyatt Regency

The minority representation of 64% is 4% more than the stated goal. There is excellent representation of Blacks and women and the percentage of Spanish Origin, Chinese and Filipinos exceed the reppective minority percentages in the city of San Francisco. The only group which is underrepresentad is the Native American, of which there are only 2 employees.

Specific Categories -- Minorities

| | |
|---|---|
| Managerial and Supervisory | Good representation of all minorities |
| Office and Clerical | An outstanding representation of Blacks, Chinese, and Filipinos; low representation of Spanish Origin |
| Housekeeping | Excellent representation of all minorities. |
| Bellman, Doorman, Parking Valet | Excellent representation of Blacks and Filipinos; low representation of Spanish Origin. |
| Building Maintenance | Good representation of all minorities |
| Food Preparation | Good minority representation |
| Food Service | Good representation of Blacks, Spanish Origin, and Chinese; very low representation of Filipinos |
| Bar Help | Outstanding representation of all minorities. |
| Clean Up | All minorities; excellent representation of Spanish Origin. |

Specific Categories -- Females

Female employees make up 50.9% of the total work force. Although there are no females in categories such as doorman, bellman, valet parking, building maintenance and dishwashers, there are women employed as assistant managers, bartenders and cooks. There are also males in PBX and housekeeping in categories other than houseman.

Major Problem Areas

Only 2 Native Americans -- specific remedies
Need for improvement in minorities in management positions
Need for more flexibility in traditionally male/female jobs
Low representation of Spanish Origin in tipping positions.

Hyatt Regency (continued)

Hyatt's Future Projections

1. Special Recruitment Program for Native Americans
2. Personnel Department monitoring of Department Head's request for additional personnel by a study of department's minority and female breakdown and referral of individuals of specific ethnic origin that is low at the time of request.
3. Middle management training program.
4. English Class.
5. In-house training programs and participation in hotel industry/ union training programs.
6. Transfer policy to increase career opportunity.
7. Affirmative Action Program (currently under negotiation).

Evalution

The voluntary affirmative action process in hotels is three-fold: Initial recruitment, additional hiring through attrition and expansion and upgrading of employees. The extent to which Hyatt Union Square and Hyatt Regency initially recruited minorities and females in all job categories is an indicator of their willingness to correct specific deficiencies in future hires and to upgrade their present employees. Additional hires and upgrading programs will be the concern of the Human Rights Commission monitoring and a report will be presented to the Commission in January of 1972 covering these items.

The recruiting procedures utilizing community resources were developed at Hyatt Union Square and expanded and refined at the Hyatt Regency. The statistical results, especially at the Regency, conclusively prove that top management played an active role in implementing the Affirmative Action recruitment procedures.

The recruiting procedures at both hotels were not effective in reaching the Native American Indian community. Less than five Native American applications were received by both Hyatts and only two were hired. The personnel staff at Union Square and the Regency will meet at HRC with Native American leaders on June 25 to develop a special recruitment strategy which will remedy this deficiency.

In conclusion, I feel that the Hyatt Corporation in the past three years has been sincere and cooperative in working with the HRC to ensure employment opportunities for minority and female residents of San Francisco. The statistics and the plans for upgrading reflect this concern. I feel that the staffing patterns at both hotels will continue to improve in the next year and that the Hyatt program will serve as an affirmative action model for the hotel industry in San Francisco.

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7-6-73
be

7/12/73

# HUMAN RIGHTS COMMISSION
# OF THE CITY AND COUNTY OF SAN FRANCISCO

## Minutes of Meeting of July 12, 1973

NEXT MEETING: August 9, 1973
Thursday
Commission Room, Third Floor
Main Library, Civic Center
9:30 A.M.
-This will be the only meeting in August. The HRC will resume meeting the second and fourth Thursdays of each month in September.

NOTE: See under the Calendar Matters Section of these Minutes the schedules of HRC regular committee meetings.

ROLL CALL

Commissioners

Present: Curtis McClain (Acting Chairperson, presiding), Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Louis Simon

Excused: The Very Rev. C. Julian Bartlett, Rev. George Bedford, Joseph Garcia, Louis Heilbron, Ms. Mattie Jackson, Leonard Kingsley, Earl Livermore, Rev. Victor L. Medearis, Earl Raab

Staff

Present: William Becker, Director, Johnny Brown, Jack Casford, Shone Martinez, Ms. Gail Roberts

Pledge of Allegiance

There was no quorum for this meeting. All actions requiring a vote were postponed until the August 9th meeting. This will include approval of the Minutes of June 14th and June 28th.

### COMMUNICATIONS

- From State Senator George R. Moscone, stating his opposition to Assembly Bill 988, relating to discipline on public school grounds. The HRC had written him urging his opposition to this legislation.

- From State Senator Milton Marks, likewise stating his agreement with the HRC's stand opposing AB 988, pending in the Assembly Revenue and Taxation Committee as of June 26th.

- From State Assemblyman John L. Burton, stating his opposition as well to AB 988.

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SPECIAL ORDER: Survey of American Indian Families in the Bay Area, conducted by the Urban Indian Health Board, Inc. from December, 1972, to March, 1973.

The delegation attending this meeting from the Native American community included:

Edwin Grijalva, Associate Director of the Native American Health Center.

Leonard Smith , Executive Director, California Urban Indian Health Council.
Ms. Elaine Walbrook, Advisor to the Urban Indian Health Board, Inc., School of Public Health, University of California, Berkeley.
Ms. Mary Ann Greycloud, R.N., Mt. Zion Hospital, member of the Board.
Dan Amerson, HRC Civil Service Recruiter, member of the Board.
Ronald N. Lickers, Chairman, Urban Indian Health Board, Inc.
Michael Fuchs, HEW, Consultant to the Board, supervisor of the survey.
Mr. Grijalva, was the introductory speaker.

Ronald N. Lickers, the next speaker, said that this survey, is the first known of its kind to study in detail the needs and problems of Bay Area Indians. He said that much of the credit for its compilation should go to Ms. Belva Cottier, Executive Director of the Native American Health Center.

The Urban Indian Health Board was formed in 1970 to deal with the pressing health problems of Native Americans in the Bay Area. It presented a proposal for conversion of the United States Public Health Service Hospital in San Francisco (commonly referred to as the "Marine Hospital") to treat urban Indians, as the Public Health Service now does for reservation Indians. The Board's proposal for conversion of that hospital to meet existing, as well as Indian needs, was approved by the Comprehensive Health Planning Council for San Francisco, but was rejected by the U.S. Department of Health, Education, and Welfare in Washington in 1971. HEW did grant funds to study urban Indian health care needs more thoroughly.

In March of 1972, $75,000 was received by the Board from the Community Health Service - Health Services & Mental Health Administration - of HEW. This grant contract was increased to $96,000 and the Board has now finished a household survey of some 277 randomly-selected families from a list of approximately 5,000 Indian families in the three counties (San Francisco, Santa Clara, and Alameda) where most Indians reside in the Bay Area. This study is the first scientifically conducted survey by Indians on Indians in urban areas. This data answers many questions in terms of socio-economic status, medical care behavior, returns to the reservations, and other problems Indian people face in getting health care. A Referral Booklet for this contract is being prepared as well as for Indians so that they can "plug into" the existing services within the community much more easily.

Michael Fuchs was the next speaker. He stated that 50% of the Indian population in the United States currently is living in urban areas. The 1970 Census lists only 20,000 Indians in the nine Bay Area counties, whereas the Urban Indian Health Board believes there are probably 40,000 or possibly as many as 45,000. In the three counties concentrated on for the study, (San Francisco, Alameda and Santa Clara counties) the list doubles the official United States Census Bureau's figures and it is felt that the survey hasn't counted all of those living here. It must be remembered that many Indian people are only in San Francisco for a short time. Most are looking for jobs and residing with friends or relatives. As much as 30% or more of the population turns over in a year's time, as the data suggests. Indian people come in search of employment from reservations, where the median income is $1,900 a year or less, and where unemployment rates are as high as 70%. They come from any of more than 100 different tribes, and are mostly reservation or land-based Indians.

The fact that one-third of the listed people left without a forwarding address, said Mr. Fuchs, points out the great mobility Indians have and makes the Board feel that its results favor the more stable families. This should be true because those who moved without leaving a forwarding address can be assumed to be lower income, not upward-mobile people, or families moving to avoid bill collectors, problems, and frustrations. Even though the survey represents more stable families, it still found a high unemployment rate of 30% (among the 277 selected families studied including 75 in San Francisco) for those employable and looking for work.

This meant that 37% of the families had no working members. This figure in the Bay Area even when adjusted for housewives, students and retired heads of households is still high at 22% of those remaining families not having a working member. This varies greatly by county, with San Francisco the worst with a total of 55% of the families with no working members to Santa Clara with only 22% of the families having no working members. This fact more than any other is the most disturbing finding in the survey, said Mr. Fuchs, and relates not only to health, but to the basic problem facing Indians - jobs.

In this survey, just under half the families came from Alameda County, and San Francisco and Santa Clara evenly divided the remaining families.

In general, it was found that the population is a young one, with 51% of the population under 21 and only 7.9% over 50. It is better educated than the population of Indians on reservations and has a higher employment rate than on reservations. But it is still a population with the highest unemployment rate of any ethnic group in California. A third of the population came to the Bay Area through the direct support of the Federal Bureau of Indian Affairs program. This meant that one-third of the families had at least one member encouraged to come to this area by the B.I.A. to find jobs, to relocate off reservations. The population in the survey represented over 80 tribes with only one-third representing California Indians. In San Francisco, this was even lower, with only 18% California Indians and the rest out-of-state immigrants or from reservations. Navahos and Sioux had the largest tribal members in the City, with each having 8% of the total population or a combined total of 16% of the Indian population.

In San Francisco, 41% of the population had incomes of $4,000 or less and 58% had incomes of $6,000 or less. In Santa Clara 7% had incomes of $4,000 or less and 28% with incomes of $6,000 or less.

In San Francisco 55% of the population is located within a 2-mile radius of the Native American Health Center clinic at 56 Julian Avenue in the Mission and the remaining 45% is spread out throughout the City.

In terms of medical care the survey pointed out the importance of jobs and income in getting medical care. With a large unemployed and low-income group, 30% of the individuals in San Francisco had Medi-Cal and 22% had no insurance. This 52% of the Indian population with a government medical program, or nothing compares with 10% of the general population in this category. The survey found that 25% of the total Indian employed population in the City did have Kaiser coverage and another 23% other insurance.

The big problem with medical care from the Indian patient point of view was cost being too high, but in San Francisco, 12% of the families felt that "not knowing where to go to get care" was the major problem. Another 14% felt that "people not caring at the medical facility," and not having transportation was the most important problem.

Indian people, the survey found, use half the medical services the general population does, even though they have more illness.

The Native American Health Center clinic was organized in August of 1972 with the help of friends and local City and state agencies to deal with these problems. It has made great progress in helping to organize the community and in setting up referral systems,an outreach program, and a social service information program.

Mr. Fuchs noted that Indian people living on reservations receive free medical care through the United States Public Health Service facilities. There is no insurance necessary, nor fees required. These services are there for the Indian people to use, and they are encouraged to take advantage of them. However, when coming into the metropolitan areas, this situation is reversed. Complex insurance plans, high premiums or hospital down payments, and a medical system which is not very responsive to the Indian's needs, creates a foreign experience for them and makes getting medical care difficult.

The presentation of these representatives ended with submission to the HRC of two requests:

1. That the HRC support the Urban Indian Health Board's efforts in getting the Federal government to extend its policy of supplying health care services to urban Indians, as it does now for Indians living on reservations. In this context, it was brought out that the Congress and the Administration interpret the legal requirement to raise health services to Indians to the level of all Americans as pertaining only to those living on reservations ("land-based"). This would have to be changed, the HRC was told, by enabling legislation in the Congress.

2. That the HRC encourage private companies and industry to create on-the-job training for Indian people so families can obtain fringe benefits including health care insurance.

**** Commissioner Fine suggested that, in the absence of a quorum, that the Director communicate with California legislators regarding the health care services issue (1. above) and that the two requested actions be adopted at a later time by the HRC.

**** He asked also that these issues be placed on the agenda of the Employment Committee.

Director Becker commented that the situation was one in which in some respects the Federal government can shed responsibility when an Indian, under direction of the Bureau of Indian Affairs or for some other reason, leaves the reservations and moves to the urban areas. He noted that the Federal government had indeed funded the American Indian Center, the Urban Indian Health Center, and an area alcoholism treatment program, however. But these programs only scratch the surface of the problems, he added.

It was stressed, by Mr. Fuchs, that the Federal government does provide six months of support for Indians it relocates to an urban area on a training or placement program.

**** Acting Chairperson McClain explained to the Indian delegation that the HRC would be taking formal action on their stated requests at a subsequent meeting when a quorum is present.

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City-Wide Youth Council Hall of Fame Awards Presentation

Johnny Brown, HRC Youth Coordinator, introduced Ms. Ramona McCune, Interim Chairperson of the City-Wide Youth Council.

Ms. McCune announced that the Council has developed a Hall of Fame, to honor those persons who responded to the recent request, made at an HRC meeting in June, for individuals, churches, businesses, unions, and other organizations to pledge $500 to fund one summer job for a youth. This plea was made at a time when virtually the entire summer youth jobs program for San Francisco, once supported by the Federal government, had been eliminated. Engraved plaques were presented to:

- Rev. James Jones, pastor of the People's Temple Christian Church. His plaque was accepted by Ms. Janet Shular.

- Commissioner Mattie Jackson, Manager, San Francisco Joint Board of International Ladies Garment Workers Union. Accepted by the HRC Chairperson.

- A contributor who wishes to remain anonymous. This contributor's letter was read to the HRC. From the letter: "The government and the business community, in my view, are responsible to provide jobs for all people who want to work. I have a job and I believe that everyone who want to work has as much right to a job as I have. And I remember how it was when I was young; I remember what being without a job did to my survival and my spirit. So what better investment can I make than in a young live eager human being? I know that this doesn't solve the problem. But sometimes the moment comes when I have to act as if many others are also about to act in the same way."

Mr. Brown announced that the Federal government on July 9 had released monies nationally to provide summer youth jobs. In San Francisco, an allocation of $1,800,000 will provide 4,300 summer jobs, for a seven-week period beginning July 16th. He reminded the HRC and audience that San Francisco and other youth had held public demonstrations urging that job money be provided to fill the need for work this summer.

## *COMMITTEES*

### *YOUTH AND EDUCATION*

Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Resolution Urging Restoration of Free School Lunch Program

Because of the urgent nature of this issue, Commissioner Giles reviewed the resolution, which points out that the 1973-1974 fiscal year budget adopted in June by the San Francisco Unified School District reflects a reduction of $540,000 in the free and reduced price school lunch program. This reduction would have the effect of liquidating the free and reduced price lunch program for the 1973-1974 academic year, in the local school districts. The resolution also notes that AB 1267, introduced by State Assemblyman Joe A. Gonsalves, would have the effect of reinstating the tax override by permitting local school districts to levy up to five cents above their taxing limit for the funding of the school lunch programs; AB 1267 has been passed by both houses of the State Legislature and is awaiting action by the Governor.

Another bill, introduced by State Senator George Moscone (SB 1264), would require every school district to provide a nutritious school meal and provides five cents State reimbursement for each meal served. It has been passed by the Senate Education Committee and was referred as amended to the Senate Finance Committee June 15th.

**** Commissioner Fine suggested that Director Becker be asked to send telegrams or letters to the Governor and others in the Legislature over the signature of the co-chairpersons of the Youth and Education Committee, as a Committee action, urging signing into law AB 1267, and supporting SB 1264, and endorsement of AB 361 (regarding Educational Opportunities Program funding). There is a long-standing involvement of the HRC in both free school lunch and educational opportunities programs, it was noted.

- Agenda items on Adoption of a Bilingual Education Report, and a Resolution in Support of Horizons Unlimited, were postponed until the August 9 HRC meeting for formal HRC action.

### *EMPLOYMENT*

Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Recommendation of Endorsement of AB 86 and SB 61

These are companion bills with respect to requiring State and local agencies to employ bilingual persons in public contact positions. The Assembly has passed AB 86.

**** Commissioner Fine asked that staff be asked to communicate endorsement on behalf of the Employment Committee, over the signature of himself as Co-Chairperson on the bills.

- Affirmative Action Recruitment and Hiring by the Hyatt Corporation (Hotels Hyatt Union Square and Hyatt Regency): Action on Staff Analysis and Response to the All People' Coalition and the Pilipino Organizing Committee's Questions to the HRC.

Director Becker and HRC Employment Coordinator Wayne Redus have met with representatives of POC and will continue with those meetings. Adoption of the Staff Analysis and formal approval of the Response were postponed to a later HRC meeting when there is a quorum.

It was announced that the HRC SubCommittee on First Referral met July 3rd, with Ms. Shelagh Jones as chairperson. Data is being gathered and regular meetings will ultimately bring to the Employment Committee and thence the HRC recommendations on a First Referral Program (for jobs), particularly in white-collar positions.

- Commissioners were mailed in advance of this meeting an Analysis, by Wayne Redus, of an initiative petition (with a copy of the petition) being circulated in the City to amend the Administratlve Code of the City (Section 12A.1 and 12A.8) to, in Commissioner Fine's words, end affirmative action in San Francisco. This strikes at the heart of the HRC's employment concerns, Commissioner Fine said. A total of 12,607 signatures are needed to place this petition on the ballot. He urged that Commissioners submit suggestions and reactlons to Wayne Redus for discussion at the next Employment Committee meeting, August 2nd. The regular third Thursday (July 19th) meeting has been cancelled. There will be the one August 2nd meeting and then a meeting on September 6th, after which the regular third Thursday schedule will be resumed. Meetings are at 9:30 A.M. in Cathedral House, Grace Cathedral.

*SOCIAL PROGRAMS*
Mattie Jackson-Chairperson

- Recommended Statement Protesting Governor Reagan's Budget Vetoes Affecting Social Services for the Poor and Minority Communities - Jack Casford

Commissioner Jackson was unable to be present. Mr. Casford read the proposed Statement in full. It noted specifically five announced vetoes, affecting child care, legal assistance for indigents, migrant day care, Medi-Cal service reduction, and elimination of more counselors to reduce Youth Authority caseloads. It urged State legislators to introduce and pass legislation to provide adequate funds for these programs. It was recommended that the HRC adopt the statement.

**** Commissioner Fine proposed that a letter be sent over the signature of Chairperson Mattie Jackson of the Social Programs Committee enclosing the Statement, and be sent to State legislators, the Mayor and the Board of Supervisors.

**** Commissioner Simon requested that instead the Governor's Office be asked for the Governor's position on and reason for these vetoes before the Statement is sent in order that both sides of the matters be known.

- Status Report on Child Care Issue

Ms. Jane Burnett, a volunteer researcher for the HRC, was to have made a brief report, but was unable to be present. Mr. Casford stated that the Committee has for some time been hearing discussion and obtaining materials about the status of child care services in San Francisco and on the effects of changing Federal, State, and local policies on them. The Committee is preparing a series of recommendations for alleviation of certain conditions and policies. However, since

the Federal government has postponed for four months, until November 1st, the implementation of its controversial revised social services guidelines as they pertain to child care, and there is, therefore, not the same time urgency, these recommendations will be forthcoming at the HRC's August 9th meeting. The draft will be sent Commissioners a week before the meeting for their consideration.

NATIVE AMERICAN ADVISORY COUNCIL
Earl Livermore, Chairperson

- Resolution Urging Expansion of Funding for Indian Education under the Indian Education Act

Commissioner Livermore was unable to be present. HRC Community Organization Representative Shone Martinez read the proposed Resolution in full, which asked in essence that the HRC urge the U.S. Department of Health, Education, and Welfare to fund programs in urban school districts to provide more effective education for Native American Indians, and that it call upon the Congress to increase the funding for Title IV of Public Law 92-318.

**** Commissioner Fine suggested that along with the Director's communications regarding the health proposals, the Indian Education issue also be raised.

DIRECTOR'S REMARKS

- Director Becker enlisted the suggestions of Commissioner on ways to ensure that there be a quorum at the next meeting in order to act on a number of serious concerns before the HRC.

**** Commissioner Fine asked that a reminder be sent each Commissioner noting that this was the second consecutive HRC meeting without a quorum which prevented its taking needed actions.

NO NEW MATTERS

NO REMARKS FROM THE AUDIENCE

Calendar Matters

- The HRC meets next August 9, 1973.

- Standing Committees:

| | |
|---|---|
| Employment | Thursday, August 2, 1973, 9:30 a.m.<br>Cathedral House Library, Grace Cathedral<br>1051 Taylor Street. |
| Youth and Education | Wednesday, July 18, 1973, 3:30 p.m.<br>Wednesday, August 1, 1973, 3:30 p.m.<br>Cathedral House Library, Grace Cathedral<br>1051 Taylor Street. |
| Housing and Urban Development | |
| Native American Advisory | |
| Police Liaison | Monday, July 23rd, 4:30 p.m.<br>Human Rights Commission Offices<br>1095 Market Street, Room 509 |
| Social Programs | Wednesday, August 1, 1973, 10:30 a.m.<br>Human Rights Commission Offices<br>1095 Market Street, Room 509 |

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:pa
7/23/73

DOCUMENTS
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# HUMAN RIGHTS COMMISSION
# OF THE CITY AND COUNTY OF SAN FRANCISCO

## Minutes of Meeting of August 9, 1973

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* NEXT MEETING: September 13, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
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NOTE: This is a return to the regular second and fourth Thursday of each month schedule.

FURTHER NOTE: See under the Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Ms. Mattie Jackson, Earl Livermore, Curtis McClain, Rev. Victor L. Medearis, Earl Raab, Louis Simon

Excused: Leonard Kingsley

Eduardo Sandoval, newly-appointed by Mayor Alioto as a member of the HRC, was present as an observer, since he has not been formally sworn in. He was welcomed officially by Chairman Bartlett.

Staff

Present: William Becker, Director, Francisco Aviles, Jack Casford, Hess Dixon, Ms. Susan Heller Shone Martinez, Wayne Redus, Ms. Gail Roberts, Ms. Renee Thompson, Ed Vurek, Manuel Zaragoza.

Pledge of Allegiance

Minutes of June 14, June 28, and July 12 approved. There had been no quorum present at the HRC meetings of June 28 and July 12.

## COMMUNICATIONS

- From Richard B. Morris, General Counsel, The Bar Association of San Francisco, commendation on the HRC's Eighth Annual Report, and suggesting that the Association have a formal relationship with the Police Liaison Committee.

- From Assemblyman John Francis Foran, expressing support of the HRC's endorsement of AB 1244, set for hearing by the Assembly Ways and Means Committee August 8.

- From U.S. Senator Herman E. Talmadge, acknowledgment of the HRC's letter urging his support of Senate ratification of the Genocide Convention.

- From U.S. Senator Alan Cranston, noting his continuing support of the Convention, which is still pending. Consideration has now been moved to September.

- From Senator Cranston regarding the HRC's concern, through the Jobs in Action for Latin Americans program, of the U.S. Civil Service Commission's handling of job applicants from San Francisco for jobs here. The Senator has asked the CSC for a report on its past actions and future plans for remedy.

- From Louis F. Batmale, Chancellor/Superintendent, San Francisco Community College District, enclosing the Governing Board's Resolution No. 730802-S1-Endorsement of Assembly Bill No. 361, Higher Education Opportunity Program. The HRC had endorsed this bill, which would provide for regular funding for the Educational Opportunity Program of financial aid to disadvantaged college students in California, and asked the Governing Board to do so as well.

- From Governor Ronald Reagan, a response to the HRC's July 12 letter to him requesting the Governor's reasons for five specific budget cuts affecting social programs from the State Budget. The Governor's response was addressed to these specific cuts, with explanations of his position on each. The letter was referred to the Social Programs Committee for study.

*****Chairman Bartlett asked that copies of the Governor's letter go to all members of the HRC.

- From Commissioner Mattie Jackson, acknowledgment of and appreciation for expressions of sympathy to her from the Commissioners and staff on the recent death of her sister.

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Director Becker announced that the California Division of Apprenticeship Standards recently announced in an issue of the Department of Industrial Relations publication, "Apprenticeship News", that San Francisco has the highest proportion of minority youth apprentices -- 43 percent -- of any other county in the State. This is a direct result, said Mr. Becker, of the compliance programs of the HRC, and the Redevelopment Agency, and the work of the Apprenticeship Opportunities Foundation, which the HRC helped establish. Copies of the publication and the report will be provided to Commissioners if they wish.

## COMMITTEES

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Resolution in Support of Horizons Unlimited

This resolution was carried over from the June 28 HRC meeting which had no quorum.

It was

*****m/s/c that the HRC endorse Horizons Unlimited and support its efforts to seek funding for its work in providing work experience, counseling, and recreational activities to youth, 14 through 18, and that the HRC urge the re-examination of Federal, State, and local funding in light of the priority for educating our youth and in providing jobs for youth to facilitate their education.

- Status of Juvenile Detention Facilities Concerns Report

This report reviews the outcome of the Juvenile Court Study recommendations adopted April 21, 1972 by the HRC given the Youth and Education Committee at its August 1, 1973 meeting by Joseph Botka, Chief Probation Officer of the Juvenile Court. The recommendations were regarding placement policy and employment affirmative action. The full copy of this report was provided the Commissioners in their meeting packets.

The Youth and Education Committee will follow up on that area where the HRC's recommendations were not followed up. Ms. Gail Roberts of the HRC staff said that it was only the recommendation by the HRC on expansion of the Placement Screening Committee to include members of the community that the Juvenile Court did not accept, stating: "Because of confidentiality and the professional nature of the relationship,

the Court does not intend to include community representatives."

- League of United Latin American Citizens (LULAC) Drop-Out Prevention Project

LULAC is proposing a drop-out prevention program in the Mission District. The three goals of the program are tutorial assistance, academic and personal counseling, and community involvement in high school education within the Mission District.

On-site tutorial centers will be established at three schools: Mission High School at the Polytechnic site, Notre Dame High School, and St. Paul's High School. The types of tutorial sessions offered will include one-on-one, study, and examination preparation. The Tutorial Center will operate during school hours and be staffed every class period, three days a week. At least two tutors, a tutorial coordinator, and an NYC student secretary will be the contingent in the Center. Tutors will be drawn from colleges and agency personnel.

Academic and personal counseling by LULAC staff will be available to Spanish-speaking students and to assist the school counselors and head counselors as needed.

As a component of effective community involvement within the Mission District, the LULAC Education Project seeks to develop close contacts within the San Francisco Unified School District, particularly the administrators and teaching staffs at Poly-Mission High School. An advisory committee will work with the director in support of the program.

No budget for this proposed project was available. The proposal is tentative and feedback is sought.

It was

*****m/s/c that the HRC support the concept of tutoring centers within school sites and encourage the LULAC Drop-Out Prevention Program Proposal.

- Bilingual Education Report

Four speakers addressed the HRC in support of adoption by the HRC of this revised report, compiled by the Youth and Education Committee. The detailed report, including supporting tables of statistics, may be obtained by calling the Human Rights Commission offices, 556-4901. Reports on Bilingual Education and Teaching English as a Second Language were adopted by the HRC on February 11, 1970, and March 16, 1972, respectively. However, this report was compiled because, the report says, "...there are still children sitting in classrooms who do not understand English and who are not receiving the language instructions they so desperately need." The most recent survey conducted by the School District to estimate the number of children who are non-English-speaking or limited English-speaking was completed in April, 1973. Compared with the earlier survey of December, 1969 when 5,260 were identified, the 1973 survey showed 9,084 children in this category. With 3,613 children enrolled in the Bilingual Program, the need, the report states, is at least two and one-half times greater than the number being served.

The report commends the San Francisco Board of Education for its increased funding of programs serving the non-native English-speaking pupil, though more is needed. The District staff is also commended for its success in obtaining Federal and State funding, though this support is "grossly insufficient."

Speaking on behalf of adoption of this report and its recommendations were:

Roberto Lopez, director of Horizons Unlimited, Mr. Lopez discussed briefly the dual approach of bilingual education: as remedial training for persons not proficient in English, and as a means of cultural enrichment and awareness for both non-English-speaking and their fellow English-speaking students. Mr. Lopez said he felt that only about 10 per cent those who need bilingual education are currently receiving it.

Ms. Katherine Reyes, co-chairperson of the Bay Area Chapter of the Japanese American Citizens League. Ms. Reyes reminded the Commissioners of the numbers of people coming into the Bay Area from other countries, and stressed that the report (referred to above) shows that some 6,000 children needing this language training are not being served. She referred to the possibility of psychological damage to children coming into English-speaking school systems without remedial help, and the importance of bilingual/bicultural education in clearing up misconceptions and misunderstandings particularly harmful to the very young.

Ms. Ruby Tom, chairman of Zone III Council. She pointed out the increasing numbers of immigrant children, and urged a comprehensive, coordinated (as opposed to a compensatory) program emphasizing the retention and development of students' native tongue as well as English. Ms. Tom pointed out as well the tragic consequences of alienation of non-English-speaking children in the educational system by referring to a brilliant Chinese youth recently killed in a shooting, whom she described as one who, despite his brilliance, dropped out of school because of his difficulties with the English language.

Rev. Tony Ubalde, pastor of Bethany United Methodist Church, and representative of the Filipino Advisory Board on Education. Rev. Ubalde recounted his personal experience as a member of an immigrant family from the Phillipine Islands in the 1950's. He was given a test on applying for admiission to the San Francisco schools, a test which he failed not because of his intelligence, but because of his unfamiliarity with the English language. He also was discouraged from applying for college by school counselors. Mr. Ubalde itemized his concerns as: continuation of Federally-funded bilingual programs; in-service training in the School District; and the need for a comprehensive survey (even beyond the fine work of the current report) of the needs of children in this area. He characterized the personal benefits of bilingual education as something that "made me feel good about myself.

Rev. Ubalde and Mr. Lopez responded to questions from Commissioners Heilbron and Raab, stating that remedial bilingual training has first priority at the present time, but stressing that the reciprocal cultural enrichment aspect of it was vital as well.

It was

*****m/s/c that the HRC urge the San Francisco Unified School District to make the Bilingual Education Program a major priority and that comprehensive planning, in close cooperation with a multi-ethnic advisory committee, must be developed so that program expansion can be in the direction of greatest need, rather than responding to external pressures. Planning should entail actively seeking funds to meet identified needs; funds are to be sought from SFUSD as well as from Federal and State sources. Also planning must ensure that non English-speaking pupils have first priority for vacancies in bilingual or ESL classes. As a means of reducing costs and increasing service, it is recommended that there be expanded use in bilingual and bilingual support classes of self-contained classrooms staffed by bilingual/bicultural teachers. Even given the freeze on hiring, aggressive recruitment of bilingual/bicultural teachers and paraprofessionals, and more aggressive pursuit of provisional credentials remain to be done. To improve the effectiveness of existing classes, articulation must result in coordination between grade levels and among classes, so that valuable class time is not lost in adapting to teaching methods or in re-learning previously-learned materials. Competent evaluation must be mandated to measure program effectiveness in teaching English and increasing pupils' sense of self-worth as a function of primary language and degree of language proficiency, so that decisions can be made in terms of what works. Also included in the evaluation should be a method for determining when the pupil should be transferred to regular classes. A collateral advantage of Bilingual Education which must be considered in any evaluation is the reciprocal cultural enrichment learning experience provided by non English-speaking pupils and those for whom English is their native tongue. Only by working at all of these levels can the needs of limited English-speaking pupils be met.

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- City Contractors Ethnic Work Force Surveys - Interim Report on Insurance Brokers and Companies -- Ed Vurek

The HRC is currently involved in affirmative action efforts with five insurance brokers and twelve insurance companies doing business with the City. All have offices in the City. The five brokers do 97% of the City's insurance placements and the twelve companies each receive premiums in excess of $35,000 per year.

The full text of Mr. Vurek's report, with supporting statistics, is attached to these Minutes and contains as well his recommended list of affirmative action provisions the HRC will require for insurance contractors.

Director Becker commented that it was incumbent on the HRC to recognize that Mr. Vurek's survey showed the lowest record of minority and female participation that has been brought before it for any group of employers, lower than construction, hotels, banking, department stores, architects and engineers, etc. It is important, he stressed, that there be an expressed concern and urgency that these firms, employing more than 3,000 people, be participants in affirmative action.

Commissioner Fine asked that the HRC remember that these figures are only for the insurance firms doing business with the City, whereas the insurance industry, which is one of the City's largest business employers, must share the major responsibility for the poor state of minority employment opportunity.

- Architects and Engineers -- Susan Heller

Architectural and engineering firms in San Francisco vary in size. A few firms have more than 100 employees while six employ less than five people. Most of the architectural and engineering firms with City contracts have between eight and twenty-five employees.

The employment breakdown of 40 City contractors indicates that all minority groups, with the exception of Asian, are under-represented at the professional and paraprofessional levels. Females are also under-represented in these two categories. All minorities and males are under-represented in the support staff classification.

The thrust of the HRC's Affirmative Action effort is to get architectural and engineering firms to provide employment opportunities to ethnic and sexual groups who are under-represented in the industry.

Ms. Heller referred to tables of statistics showing that the minority percentage of architects in the 40 firms is 18.6%; for women, 9.7%; minority percentage of engineers in the 40 firms is 29.7%; for women, 4.4%; minority percentage of draftspersons in the 40 firms is 46.3%; for women, 14.4%.

Ms. Heller noted that the percentage figures for minorities and females in the engineer category is higher than the national average. The best entry level means for minorities is through the para-professional category, mainly as draftspersons. A major problem in San Francisco is that the desirability of living here attracts so many experienced architects and engineers that the field is highly competitive for the positions available. She noted that the Engineers' Society Committee for Manpower Training has made an impact on the number of minority draftspersons in the past few years. The HRC works closely with this on-the-job training draftsperson program, encouraging City contractors to take part in it.

Commissioner Heilbron urged that the HRC try to provide information in addition to the statistics of the areas where a balanced ethnic representation does not exist or where professional and paraprofessional applicants can be obtained.

Director Becker noted this was an area in which the industry's engineering associations were attempting to relate to colleges by providing summer work opportunities for architectural and engineering students. There were 84 minority and female student resumes filed this summer for these positions from the University of California. Ms. Heller said companies are also encouraged to provide scholarship funds to students.

POLICE LIAISON
Rev. Victor L. Medearis, Jr., Chairperson

The Police Liaison Committee met on July 23 and August 6 to study problems related to minority recruitment in the San Francisco Police Department. Many facets of procedures and policies were studied in order to better understand the process for selecting City police officers. The Police Liaison Committee made the following recommendations on the recruitment of Q-2 Policeman:

1. That the designation "Policeman" be changed to "Police Officer" in the examination announcements.

2. Recruitment of candidates should be limited to San Francisco unless sufficient candidates, especially minorities, are unavailable. Recruitment efforts should then be extended to Bay Area counties. However, preference should be given to local residents in the selection procedures.

3. The oral panel for interviewing prospective applicants should consist of representatives of the following:

   A. San Francisco Police Department
   B. San Francisco Civil Service Commssion
   C. community
   D. Human Rights Commission.

4. That the three-year work experience requirement be changed to one-year minimum work experience or equivalent.

It was

*****m/s/c that the HRC adopt the Recommendations on the Recruitment of Q-2 Policeman for the San Francisco Police Department.

The recommendations will be forwarded to the City Civil Service Commission.

SOCIAL PROGRAMS
Ms. Mattie Jackson, Chairperson

- Proposed HRC Recommendations on Child Care and Day Care Services

Commissioner Jackson reviewed background material provided in advance of this meeting as appendices to the draft recommendation. It showed child care activities in other countries (Sweden), and by private industry and labor unions in this country.

Beginning in May, the Social Programs Committee has heard presentations from community spokesmen and professionals in the field of child care, child development, and day care in San Francisco. Presentations were made by directors of child care centers in the Mission and Chinatown, by a former Head Start director who is now a community spokesman and advocate in the field of child care, a School District staff member involved with School District children 's centers, and both a State and a City Welfare representative handling licensing of day care and foster care operations. The committee heard about licensing procedures and problems as well.

Originally, the Committee was concerned with the issue of the effect of new Federal guidelines on the status of child care in San Francisco. These concerns expanded into a consideration of the total approach to child care.

The Social Programs Committee made recommendations to the Human Rights Commission for endorsement of State-level child care funding bills, and these recommendations were adopted in May.

The basic need in San Francisco is evident. There is a waiting list of at least 800 children at the Unified School District. Last year a waiting list of 1,500 children was on file at Headstart, whose future itself was in doubt. When the Economic Opportunity Act terminates June 30, 1974, unless new funding is provided, Headstart will no longer function. In the the past fiscal year, 500 preschool-age children in San Francisco were enrolled in this nine-month program. Four hundred children termed "in dire need" are waiting for a spot in one of the Chinatown centers where only 316 (of the estimated 5,000 Chinatown children under six) are being served. Two hundred children await services at the Mission Child Care Consortium, which is experiencing funding problems. Both City Department of Social Services and Economic Opportunity Council social workers interview three to five times the number of parents whose children are actually selected to wait on the long lists. With only a little over 3,000 full-time day care slots in public and private agencies here, and with approximately 43,000 children under five in the City, there is a massive gap in an essential social service.

As announced recently by this Committee, the Administration in Washington has postponed until November 1 implementation of the new Federal regulations tions under Title IV-A of the Social Security Act that were to have taken effect on July 1 - regulations which are a cause of deep concern to child care advocates. Though the same time urgency does not now exist, it is nevertheless necessary that the HRC act on the following recommendations to be forwarded to: the Northern California Congressional delegation, San Francisco area State legislators, directors of Federal, State and local Social Services departments and Labor groups in the area.

Jack Casford of the HRC staff read in full the four major recommendations.

It was

*****m/s/c that the Recommendations on Child Care and Day Care Services be adopted. They are attached in full to these Minutes.

*****The Committee was asked to provide the HRC with a progress report on the status of child care legislation previously endorsed on the State level.

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Commissioner Livermore referred to the July 12 HRC meeting at which the Urban Indian Health Board made a presentation submitting two requests to the HRC: that it support the Board's efforts in getting the Federal government to extend its policy of supplying health care services to urban Indians as it does now for Indians living on reservations; and that the HRC encourage private companies and industry to create on-the-job training for Indian people so families can obtain fringe benefits including health care insurance.

*****The HRC voted to confirm letters written following the HRC's July 12 meeting by Director Becker to California legislators regarding the health care services issue.

*****The HRC also confirmed formally the second request concerning private companies' creating on-the-job training.

EMPLOYMENT

- Recommendation of Endorsement of Assembly Bill 86 (calling for having bilingual employees in State agencies where public contact with non English-speaking people is required).

It was

*****m/s/c to endorse AB 86.

- Affirmative Action Recruitment and Hiring at the Hyatt Corporation: Action on Staff Analysis; and Answer to All Peoples' Coalition and Pilipino Organizing Committee.

Susan Heller prepared the detailed report on the Hyatt Corporation and copies have been provided to Commissioners. Essentially, it showed that Hyatt was successful in affirmative action hiring with a minority workforce of some 60 percent or more at the Regency Hotel. (The female workforce at the Regency was 50.9% with 25.3% of management jobs held by women. Those four or five areas which still need attention at each of the Hyatt hotels (Union Square and Regency) continue as a joint Hyatt-HRC concern.

Wayne Redus'(Coordinator of Employment) reply to the APC-POC questions regarding Hyatt recruitment and hiring as it affected their organizations also has been provided the Commissioners separately. Mr. Redus responded to each of their five points in terms of the HRC's policies and powers in this area.

It was

*****m/s/c that the HRC adopt both these reports.

- Both Director Becker and Mr. Redus have met subsequently with the POC group.

- Commissioner Fine added that Mr. Redus also prepared an analysis of a ballot initiative petition (which was to have been filed August 6 with a required 12,000-plus signatures with the City concerning the HRC) which would in effect greatly alter the work of the HRC. The proposition did not receive the required number of signatures at the filing date.

- On July 12, a report outlining concerns of the Jobs in Action for Latin Americans program staff about Federal Civil Service Commission policies on certification of employees for San Francisco jobs (specifically requiring JALA-referred applicants to pay their own expenses to Kansas City, Missouri, for certification) had been referred to the Employment Committee. The JALA staff also asked that possible discriminatory aspects of the Federal Service Entrance Examination be studied.

*****The Employment Committee proposed that a special subcommittee of HRC (along the lines of the Civil Service Task Force) take these concerns under consideration for study and recommendations.

*****Director Becker was asked to address an inquiry in the name of the Chairman, to the chairman of the Federal Civil Service Commission, as to why the certification in Kansas City procedure is followed. Chairman Bartlett asked that the draft of this letter be sent to his office for final preparation.

YOUTH AND EDUCATION

- Commissioner Giles asked that the HRC confirm formally its support of a restoration of the Free School Lunch Program in California. AB 1267, which would permit local school districts to levy up to five cents above their taxing limit for the funding of the school lunch programs, has been signed into law by the Governor. SB 1264, which would require every school district to provide a nutritious school meal and provide five cents State reimbursement for each meal served, is still pending.

It was

*****m/s/c that the HRC endorse AB 1264.

It was

*****m/s/c that the HRC confirm its endorsement of AB 1267, communicated previously by letter from Director Becker to the Governor's office.

- Indian Education Act

A proposed resolution asking that the U.S. Department of Health, Education and Welfare fund programs in urban school districts to provide more effective education for Native American Indians, and that it call upon the Congress to increase the funding for Title IV of Public Law 92-318, was introduced at the HRC's July 12 meeting.

It was

*****m/s/c that the HRC confirm the letter written in July by Director Becker urging the Indian Education Act expansion.

NO REMARKS BY THE DIRECTOR

NO NEW MATTERS

REMARKS FROM THE AUDIENCE

- Ms. Peggy Galvez, a community worker at the Economic Opportunity Council's New Arrivals Service Center, asked if the status of a San Francisco college of engineering could be checked to determine the applicability of its course of study to finding jobs. Ms. Galvez said a number of her foreign-born clients are seeking to prepare themselves for engineering careers.

*****This matter was referred to Susan Heller for followup.

CALENDAR MATTERS

- The HRC will meet September 13 and 27.

- The annual Indian Fair will be held October 7 at the Civic Auditorium in the Civic Center, San Francisco.

- Standing Committees:

| | |
|---|---|
| Employment | (The special meeting announced for September 6 has been cancelled.)<br>Will meet: Thursday, September 20, 9:30 a.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| Youth and Education | Wednesday, September 5, 3:30 p.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| Housing and Urban Development | to be scheduled |
| Native American Advisory | to be scheduled |
| Police Liaison | Monday, August 27, 4:30 p.m.<br>Human Rights Commission Offices<br>1095 Market Street, Room 509 |
| Social Programs | to be scheduled |

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

Attachments:

1. Interim Report: Insurance Brokers & Companies (City Contractors)
2. Employment Breakdown of 40 Engineering & Architectural Firms (City Contracts)
3. Human Rights Commission Recommendations on Child Care & Day Care Services

WB:JC:be 8-14-73

Attachment #1

# INTERIM REPORT ON INSURANCE BROKERS AND COMPANIES (CITY CONTRACTORS)

We are currently involved in affirmative action efforts with five (5) insurance brokers and twelve (12) insurance companies doing business with the City. These organizations all have offices in the City. The five (5) brokers do 97% of the City's insurance placements and the twelve (12) companies each receive premiums in excess of $35,000 per year.

The insurance industry has been relatively untouched by contract compliance agencies until recently. The employment patterns are firmly entrenched. Main referral sources have been private agencies and college business programs. There have been no affirmative action "programs", only equal employment policy statements in some cases.

## Insurance Employees for Equal Rights

The insurance brokers work forces range from 28 to 315, the companies from 90 to 2063. Over 50% of the toal work force of these companies are women. However, less than 8% of the jobs above clerical are held by women. There has been a system of discrimination against advancement of women to the higher classifications. After our review of the companies began, a group of women employees in insurance (IEER) filed complaints with the EEOC against several companies. Six complaints were based on discrimination in hiring, recruitment training, promotion and pay. The complaints based on equal pay (or non-equal pay) were also filed with the Department of Labor's Wage and Hours division. Two of the companies have been found in violation of the equal pay statutes. They have been directed to give back pay to several women employees and reorganize salary standards in several instances. These actions have served to break down the resistance of many companies to adopting affirmative action programs. They are also the basis for many of our recommendations to the companies.

The other major problem in insurance employment is the low participation of minority males on all levels. The clerical categories which are the normal avenue into the field pay wages that may not be adequate on a long term basis, and therefore do not generally attract males who still view their image as the "Breadwinner." Most males in the upper job levels have come through college programs or other companies. They tend to be White.

The need for affirmative action in the insurance industry is emphasized by the low number of minority employees overall. In San Francisco with such large, diversified minority population, 15% to 20% minority work forces are far below par. Lack of noticeable progress in this area demands that new affirmative steps be taken to alter the situation.

The following is the basic list of general affirmative action provisions that the HRC will require for insurance contractors. Specific affirmative action programs will be worked out with each company or broker:

1. Expanded recruitment program to hire minority males -- long range programs wkth schools, etc. to bring minority males and women into entry positions more commensurate with their education and abilities.

2. Review job classifications to expand range of entry level positions -- use OJT (on-the-job training).

3. Expand referral sources to include minority agencies.

4. Train, with HRC help, interviewers to explore a wider range of job possibilities with minorities and women.

5. Monitor selection process to determine weaknesses.

6. Institute and/or expand a career counseling program that informs and discusses training and promotional opportunities with minorities and women; monitoring of this program to identify promotable minorities and women.

7. Encouragement and incentives to take outside training (like paying for it); keep records on who takes outside courses. This is done by some firms now, but for males only.

8. Goals and timetables for achieving equal opportunity for minority and female participation in all job classifications with four or more employees.

9. Keep records on all these activities (quarterly for larger companies, semi-annually for smaller companies).

These requirements are to be incorporated into affirmative action programs. The most important elements of the programs will be establishment of effective mechanisms for changing present employment patterns.

Many of the needed programs exist already and need only be expanded.

Employment

All of the companies are working on programs. One has completed its program, which is being reviewed by the home office. It will be available for review before the next committee meeting. The program was put together with some influence from a local Black broker. It has been suggested that it may be a model for insurance industry affirmative action programs. Each company, however, has unique problems and individual goals to be achieved.

The deadline for submission of programs has been set for the end of October.

BROKERS

| | | | TOTALS | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Total | Male | Female | Black | Span. Orig. | Ori-ental | Ntve. Amer. Ind. | Other Non-White | Total Mino-rity | Mino-rity % |
| 582 | 270 (46.4) | 312 (53.6) | 16 (2.7) | 47 (5.8) | 46 (5.7) | 1 (0.1) | 1 (0.1) | 111 | 14.4 |
| 193* | | 8 (04.0) | | | | | | | |

COMPANIES

| | | | TOTALS | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Total | Male | Female | Black | Span. Orig. | Ori-ental | Ntve. Amer. Ind. | Other Non-White | Total Mino-rity | Mino-rity % |
| 2995 | 1352 (45.8) | 1603 (54.2) | 154 (5.2) | 183 (6.2) | 248 (8.4) | 12 (0.4) | 18 (0.6) | 615 | 20.8 |
| 1330* | | 122 (09.2) | | | | | | | |

*above clerical level: officials, managers, professionals, technicians, and sales workers

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EMPLOYMENT BREAKDOWN OF 40 ENGINEERING AND ARCHITECTURAL FIRMS WITH CITY CONTRACTS JULY 31, 1973

| Employee Status/ Job Categories | Total Employees | | | MINORITY GROUP EMPLOYEES | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | MALE | | | | | | FEMALE | | | | | | |
| | Including Minorities | Male Including Minorities | Fem. Including Minorities | Black | Span. Orig. | Oriental | Filipino | Amer. Ind. | Other Non-White | Black | Span. Orig. | Oriental | Filipino | Amer. Ind. | Other Non-White | Total # of Minority |
| Architects - Total: | 113 | 102 | 11 | 6 | 3 | 10 | | | | 1 | | 1 | | | | 21 |
| Percentage: | 100 | 90.3 | 9.7 | 5.3 | 2.6 | 8.8 | | | | .8 | | .8 | | | | 18.6 |
| Engineers - Total: | 387 | 370 | 17 | 11 | 12 | 42 | 8 | | 22 | | | 3 | | | | 96 |
| Percentage: | 100 | 95.60 | 04.40 | 02.84 | 03.10 | 10.85 | 02.06 | | 05.68 | | | 00.78 | | | | 29.70 |
| Draftspersons - Total: | 97 | 83 | 14 | 10 | 7 | 17 | 7 | 1 | 2 | | | | | | 1 | 45 |
| Percentage: | 100 | 85.57 | 14.43 | 10.30 | 07.21 | 17.51 | 07.21 | 01.03 | 02.06 | | | | | | 01.03 | 46.35 |
| Support Staff - Total: | 165 | 22 | 143 | 3 | 1 | 2 | 1 | | | 5 | 8 | 10 | 6 | 2 | | 38 |
| Percentage: | 100 | 13.3 | 86.6 | 1.8 | .6 | 1.2 | .6 | | | 3.0 | 4.8 | 6.0 | 3.6 | 1.2 | | 23.0 |

Attachment #3

HUMAN RIGHTS COMMISSION RECOMMENDATIONS
ON CHILD CARE AND DAY CARE SERVICES

1. We urge that the very real dangers posed by the proposed Federal regulations under Title IV-A to the availability and quality of child care be the impetus to making sure they are eliminated or substantially re-written.

These dangers include, in their direct effect on California and San Francisco the following:

- A stricter interpretation of what constitutes "potential" and "former" welfare recipients will mean that of the 45,000 to 60,000 children receiving day care in the State of California, 30,000 would no longer be eligible. This will have a severe impact on San Francisco because of the large number of low-income parents here.

- The proposal that no private funding could be recognized as eligible for Federal "matching grants" would mean that day care centers originally sponsored by churches, the United Bay Area Crusade, foundations, through private solicitations, etc. would no longer be able to operate.

- A proposed refusal to fund any "educational" services would eliminate the statewide preschool program which serves 22,000 children in the State, at least 480 of whom are San Francisco children. The Governor's Advisory Committee on Preschool Educational Programs indicated recently that at present 522,000 children in the 3 to 5 - year age bracket can be classified as requiring services based on the definition of current, former, or potential welfare recipients.

- Tentative HEW guidelines for State-imposed fee schedules would impose significantly higher fees on families receiving day care services than they are now paying. Critics say these guideline fees are likely to put quality day care services beyond the reach of low-income families.

- Further, we urge that new regulations emphasize the principle of quality educational development as opposed to care which is merely custodial in nature.

2. We urge that the locally-concerned counterpart people in this community be encouraged to keep abreast of the activities of the newly-forming national coalition of 130 groups called the National Council for Children and Youth, in Washington, D.C. Described by its organizers as an information-action oriented group, it will provide information, consultation and technical assistance to its membership on issues related to improving services for children and their families. It is seeking local support to get the Federal government to restore child care to its list of fundable social priorities. Member groups include the Department of Community Services of the AFL-CIO, American Academy of Pediatrics, Boy Scouts, Camp Fire Girls, National Council of Jewish Women, National Urban League and many more.

3. We urge that the State Department of Social Welfare review its physical space requirements for day care licensing, and promulgate new and realistic guidelines for space, and technical requirements other than safety. The regulations as they now stand are more suitable for suburban or rural situations. Children in cities where space is at a premium but the need for care is great might not suffer if window size requirements or lawn space rules are made more flexible.

4. We urge that Labor in the area be approached on the possibility of adding, when appropriate, to issues to be negotiated, the funding of day care services, for working parents. Some programs have already been established by unions in the East, and by employers in scattered sections of the country. In areas where on-site day care centers have proven unfeasible because of geographic dispersion of a firm's working population, experiments are being undertaken to service home day care sites near the plant with mobile teaching teams and lending libraries of toys and books to up-grade and expand existing home day care. Special amendments made in 1966 to the Taft Hartley Act have made possible employer-union contributed trust funds for facilities of this sort.

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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of September 13, 1973

* * * * * * * * * * * * * * * * * * * *
* NEXT MEETING: The scheduled HRC *
* meeting of September 27 has *
* been cancelled. *
* *
* * * * * * * * * * * * * * * * * * * *

NOTE: See under Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Earl Livermore, Rev. Victor L. Medearis, Earl Raab, Louis Simon

Excused: Rabbi Alvin I. Fine, Ms. Mattie Jackson, Curtis McClain

Staff

Present: William Becker, Director, Francisco Aviles, Jack Casford, Stanley Lim, Ms. Gail Roberts, Philip Waldman.

PLEDGE OF ALLEGIANCE

Minutes of August 9, 1973 approved.

COMMUNICATIONS

- From Ronald H. Born, General Manager, San Francisco Department of Social Services, expressing a departmental shared concern with the HRC's transmitted Recommendations Regarding Child Care and Day Care Services, which are being circulated among his staff.

- From Mrs. Maurine Koltugin, President, Parents and Taxpayers, Inc., regarding HRC support of U.S. ratification of the Genocide Convention to the United Nations Declaration of Human Rights, and stating that such support is urging U.S. Senators to "entirely sell out the soverignty of the United States of America for a one-world government, one-world religion and one-world race."

- From U.S. Senator John V. Tunney, acknowledging the HRC's Child Care Recommendations, chronicling his past efforts, with his colleagues, regarding the proposed regulations of the U.S. Department of Health, Education, and Welfare, and pledging continued support for adequate day care services.

- From Caspar W. Weinberger, U.S. Secretary of Health, Education, and Welfare, responding to HRC's concerns regarding 1973 grants awarded under provisions of Public Law 92-318, Title IV (pertinent to educational assistance for urban Indian children). Mr. Weinberger said that the San Francisco School District's application for assistance under Part A of this Act was received after the announced closing date. He detailed some other grants made under Parts B and C of the Act, but stated, "I am unaware, however, of new programs becoming available to assist school districts on this front."

- From California Assemblyman John L. Burton, thanking the HRC for support of AB 361 (relating to State funding of the Educational Opportunity Program), introduced jointly by him with Assemblyman Brown, but advising

that the bill was vetoed last year by the Governor and that letters urging he not do this year be sent to him. Mr. Burton advised also that he supports Senate Bill 1264 (relating to pupil nutrition), endorsed by the HRC.

- From California Assemblyman Leo T. McCarthy, stating he will keep the HRC's views in mind when he hears testimony on SB 1264.

- From California Assemblyman Alan Sieroty, noting he is a co-sponsor of AB 86, relating to bilingual public services, endorsed by the HRC.

COMMITTEES

(The scheduled reports of the Employment Committee on the published agency were postponed and in their place it was agreed to hear the report of the Ad Hoc Committee on Special Affirmative Action.)

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Report on Programs for the Gifted: William Cummings, Supervisor, Programs For the Gifted, San Francisco Unified School District.

Mr. Cummings was introduced by Commissioner Simon. In his opening statement he noted that gifted children are, paradoxically, among the least accepted among exceptional children by the public, since they display no visible disabilities or mental handicaps. Thus little public concern, he said, is show for the quality of the education offered them. Mr. Cummings urged that there be greater public awareness of the importance of meaningful community resources in the learning process of the gifted. He told the HRC that its interest and that of others in the community was "gratefully accepted".

In response to questions from the Commissioners, Mr. Cummings referred to legislation on the Federal and State levels that have in the past represented efforts to meet the needs of gifted children. He noted that California has been increasing its apportionment per pupil, but the State provides funding for only up to three per cent of the total public school population. Under State guidelines, he reported further, presently only two percent of those pubils defined as "culturally imposed disadvantaged" may be included with those designated "gifted" by other criteria; thus State aid is not available in the City for about 350 pupils now in the Program for the Gifted. On the Federal level, a bill, which did not clear committee last year partly because of Administration opposition, is presently up for re-consideration, with the support of California's two senators.

*****Attached to these Minutes is a full copy of the Report on Programs for the Gifted, as prepared by the Youth and Education Committee's Subcommittee on the Gifted: Ms. Eugene Bossi, League of Women Voters; Ms. Myra Kopf, Zone IV Council; Robert Lopez, Director, Horizons Unlimited; Larry Lucks, Executive Director, Jewish Career Counseling & Employment Service; Ms. Sandra Mack, American Federation of Teachers; and Ms. Brenda Moorehead, Bay Area Urban League.

*****Director Becker recommended that the Youth the Education Committee bring to the HRC its recommendations on legislation to consider for support relevant to the gifted children programs. He noted that not all of the children in the City who are gifted have evidently been identified, citing a figure of only 26 Black children in the School District's senior high school gifted program as of May 15, 1973.

Commissioner Heilbron said it was an obligation to identify the gifted, as well as a matter of securing adequate funds to provide the needed programs.

Ms. Bossi of the Subcomiittee was asked to comment briefly on two different programs currently offered in the City: Total Impact, and Pull Out.

It was

*****m/s/c that the HRC adopt the Report on Programs for the Gifted. The adoption was made with the addition of a comment on No. 2 of the December, 1971, HRC recommendations by Commissioner Heilbron.

SOCIAL PROGRAMS
Ms. Mattie Jackson, Chairperson

- Report on 1973 Summer Youth Jobs Programs: Speaker, Joseph Meza, Deputy for Social Programs, Mayor's Office

Figures from the chart reproduced below were used by Mr. Meza in his report of the facts of the summer jobs programs. He noted that the total of 11,395 for the summer of 1973, up from 9,227 in 1972, does not reflect the total number of summer jobs available in the City through private business and the churches, which account for unknown hundreds of other jobs.

Mr. Meza described in detail the anxieties that prevailed early in the summer over prospects for summer youth job slots. Although in total numbers, the amount of jobs respresents the best year to date in the City's summer program, at the beginning of the summer the Neighborhood Youth Corps job program was cut off by an impoundment of funds by the Administration. This has been the main pivot of the summer programs in the past. Funds were released only by court order, and very late--July 10. Because of the late date of the release of the money, and because of the sharply reduced length of the program (it had to be terminated by August 31), more young people were brought into the program, which accounts for the "increase" of some 2,000 jobs over 1972. It was not, he emphasized, that the City received more money or more job slots.

Mr. Meza also emphasized the strict control over the program operation by Federal authorities, on direct order, he has been informed, from Washington. There was frequent monitoring by Federal people, scrutiny at work sites, frequent written criticisms of weaknesses in administration from the Federal viewpoint, the forced release of some program participants because they were overage, and the notice of an audit. Mr. Meza said, "We felt we had been harassed throughout the summer."

Washington also has notified the Deputy's Office that all unexpended funds must be returned immediately, a reversal of the previous custom of permitting cities to retain NYC monies to apply to the next year's program. There is no indication, he said, that the City can anticipate an NYC program next year, even though current proposed legislation does include an NYC-type program which would in any case not be available for another year.

Despite the serious problems at the outset of the summer, Mr. Meza said in terms of jobs slots and young people participating this past summer was the best yet in the Youth jobs program experience.

SUMMER EMPLOYMENT COORDINATED BY MAYOR'S OFFICE

| | 1969 | 1970 | 1971 | 1972 | 1973 |
|---|---|---|---|---|---|
| Private sector as reported through National Alliance of Businessmen (NAB) | 1106 | 1400 | 2253 | 3200 | 3229 |
| Recreation and Park | 322 | 395 | 423 | 325 | 282 |
| S.F.U.S.D. (n/i NYC) | 305 | 250 | 1565** | 200 | 119 |

** See next page

| (continued from page 3) | 1969 | 1970 | 1971 | 1972 | 1973 |
|---|---|---|---|---|---|
| Dept. of Public Works | ---- | ---- | 485 | 635 | 670 |
| Economic Opportunity Council (EOC) | 605 | 354 | 40 | -0- | -0- |
| State Agencies | 87 | 175 | 88 | 27 | 25 |
| Federal Agencies (FEB) | 972 | 800 | 430 | 200 | 600 |
| Neighborhood Youth Corps | 2754 | 3267 | 3960 | 4300 | 5120 |
| Mayor's Office | (1864)* | (2002)* | (2200) | | (2773) |
| S.F. Unified Schools | (790) | (1100) | (1500) | | (1847) |
| Horizons Unlimited | (100) | (165) | (260) | | (500) |
| Emergency Employment Act (EEA) | | | | 240 | 1250 |
| Other | 507 | 148 | 246 | 100 | 100 |
| TOTAL | 6658 | 6789 | 9490 | 9227 | 11395 |

* Includes 252 jobs funded by Board of Supervisors
** To the extent possible, total number of jobs reported (3834) has been adjusted to avoid duplication.

Commissioner Simon noted that timing is always the crucial issue in the summer youth jobs programs and urged that there be suggestions as to how to get advance planning underway earlier for 1974.

Mr. Meza reviewed the sequence of Federal actions beginning in May that contributed to the anxieties described earlier in getting the 1973 program started. These events included initial Administration announcements that there would be summer jobs; then that the Mayors of American cities should fund them with revenue-sharing monies, which Mayor Alioto refused to do since it meant firing "parents in order to hire their children"; two announcements of (Presidential) discretionary funds from which San Francisco was eliminated; then the announcement that the Emergency Employment Act program was being terminated September 1, 1973; eventual inclusion in the City in the third discretionary fund allotment; and finally the release of NYC slots on July 10.

Commissioner Giles asked HRC attention to the extemely low and rigid family income guidelines for children to be qualified for NYC summer jobs. Mr. Meza agreed with the Commissioner that the levels were unrealistic, saying that his office had been forced to terminate certain young people whose families' incomes were above these low guidelines.

Commissioner Livermore inquired about the ethnic breakdown of the summer youth jobs progrmm, and was told that one would be forthcoming in the near future. The Commissioner also said that the Native American community had received notice too late of the availability of jobs. Mr. Meza said that Native Americans were represented on the Mayor's Emergency Employment Act Program, while conceding that late notice may have been a problem.

- Committee Report: Jack Casford

The Committee met September 11. It discussed two matters, primarily:

1. Asked by the HRC to study the Governor's written reaction to the HRC's protests over his State budget cuts affecting social programs, the committee agreed to stand by these protests, and to keep in close contact with community groups and movements directed towards constructive resistance to efforts to cut back social assistance, and to support new legislation to meet needs.

2. The Committee will keep the HRC informed of new legislation obtained from Hawaii's Representative Patsy Mink, which would provide

Federal financial assistance for health, education, jobs training, and housing for "gateway cities" such as San Francisco with significant numbers of immigrants from other countries. Significant amounts of Federal funds provided Cuban immigrants in Florida in particular in the past ten years have had a demonstrated effect in assisting them to establish themselves economically.

AD HOC COMMITTEE ON SPECIAL AFFIRMATIVE ACTION

- A letter of protest to the HRC of August 9, 1973, signed by the Rev. Raymond Broshears, was referred to this Ad Hoc Committee. The letter read as follows:

GAY ALLIANCE OF SAN FRANCISCO

August 9, 1973

Human Rights Commission
1095 Market Street
San Francisco, California 94103

Members of the Commission:

This letter is to inform you of the unhappiness of various peoples within the various Gay communities for your having chosen Duke Smith of the Society for Individual Rights to be the "representative" of the Gay community of the Employment Committee of the Commission.

Mr. Smith is an extremely reactionary person whose political persuasion runs to the extreme right wing politically and involves himself in writing "red-baiting" articles for publications. For the Human Rights Commission to have such a person on the committee is absolutely intolerable.

We request his immediate removal, and would advise the Commission to replace him with a moderate such as Larry Littlejohn of the PRIDE FOUNDATION, or else place a radical person on the Committee along with Mr. Smith in order to give the Commission's committee some form of balance.

A growing portion of the various Gay communities are in favor of the "AFFIRMATIVE ACTION PROGRAM" and the Gay Activists Alliance has voted to request the Human Rights Commission to bring Gay peoples under the parity hiring programs now. We have requested legal opinions so as to force you to do so legally if you will not do so morally. Affirmative Action hiring for Gay people is a must.

Further, the Gay Activists Alliance requests that the Commission request that the Mayor appoint a KNOWN HOMOSEXUAL to set on the Human Rights Commission itself. The Commission as it is currently seated is extremely reactionary and conservative, as well as being anti-Gay.

Also, the Gay Activists Alliance request the removal of Mr. Becker from his post, for this man has been found to be extremely hostile to the low income and poor Gays. His continued presence as an employee of the Commission, as Mr. Smith's continued presence on the Committee shall prove to be an embarassment in weeks to come.

Lastly, we request that the Commission allow our representative, Don Jackson to address the full Commission on August 23. We feel that our rights are being violated by the

Commission's refusal to hear from the poor Gays of San Francisco.

Most sincerely, I am

(signed)

reverend raymond broshears

Phone - 771-3366
Office - 225 Turk Street SF CA 94102

Chairman Bartlett read in full the following statement of the Ad Hoc Committee:

Affirmative action in employment is defined as every effort, beyond handling individual complaints of discrimination, which is designed to eliminate a pattern of discrimination, or to upgrade the occupational patterns of an economically-deprived group. The techniques of affirmative action are many and varied, as described in the HRC's Statement of Affirmative Action; and they are applied in differentially appropriate ways for different industries and different population groups.

An ad hoc committee of the HRC has been considering the pattern of techniques which would be most effective and appropriate in applying affirmative action to the mmployment problems of the homosexual population. So far the committee feels that there are a number of standard affirmative action techniques designed to eliminate discrimination, in addition to handling specific charges of discrimination discrimination, which the HRC should pursue. Indeed, some beginnings in these affirmative action directions have been made by the HRC staff. The committee finds that the establishment of numerical goals and those techniques which rely on visual surveys and surname surveys, are not appropriate or implementable. Further techniques for affirmative action with respect to elimirating discrimination will be explored, and a fuller report will be made to the HRC, with recommendations for implementation by the Employment Committee.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- Supplemental Appropriation Request Approval - Fair Housing Planning Committee

Funding from revenue-sharing funds was provided the Fair Housing Planning Committee, established by the Board of Supervisors to develop recommendations on how to integrate the neighborhoods of San Francisco racially, ethnically, and economically. The HRC's staff member Edith Witt and Philip Waldman have staffed the FHPC. Its report is due to be published in a few weeks.

It was

******m/s/c that the HRC authorize a Request for Supplemental Appropriation from Revenue Sharing Funds of $6,000 for contractual services (telephones, etc.), materials, and supplies required to produce, print, and distribute this report.

- Recommendation - HRC Participation in Guidelines Development Committee For Rehabilitation Assistance Program (RAP) Ordinance

Following in some respects the Federally Assisted Code Enforcement (FACE) program, the RAP ordinance was reported to the HRC earlier this summer. Basically, low-interest loans would be made to the City (the Bank of America initially evidenced a desire to participate) which would then make available to City residents owning housing that needed

to be brought up to date. A number of City agencies are involved in developing RAP guidelines, under chairmanship of Alfred Goldberg, Superintendent of the City Bureau of Building Inspection. Ms. Witt and Mr. Waldman have been asked to serve on the Guidelines Development Committee.

It was

******m/s/c that the HRC, having received the report that staff members Edith Witt and Philip Waldman have accepted membership on the Rehabilitation Assistance Program Guidelines Development Committee, requests that its staff representatives give appropriate emphasis to the residents' needs and concerns in participating in the work of the committee.

DIRECTOR'S REMARKS

- It was announced that Commissioner Mattie Jackson had been appointed by the Mayor to the Board of Permit Appeals and so has resigned her position with the HRC.

It was

******m/s/c that the HRC formally express its appreciation to Mattie Jackson for her services as a Commissioner of the HRC, that it wish her well in her new position, and that it regrets very much the loss of her participation in its work.

- The director noted that a telephone inquiry of Commissioners had revealed that the HRC could not expect a quorum at its regular meeting scheduled for September 27, and that it was essential that there be a legally-required quorum (under the HRC's ordinance) of eight Commissioners for a special Appeal Hearing September 19. After a poll of the Commissioners present to determine their availability for either of these two meetings.

It was

******m/s/c that the September 27 meeting be cancelled, and that the HRC agree to conduct outstanding business after the Appeal Hearing of September 19. The regular prior announcements will be made of the September 19 meeting, if it is finally held.

- Adequate funding for HRC telephone and postage services was cut out of the 1973-74 budget by the Office of the Mayor, despite the fact that the eighteen EEA staff working with the HRC came without financial support for the extra demand their work makes on these services.

It was

******m/s/c that the HRC authorize a Request for Supplemental Appropriation for $7,805 for these contractual services.

- The HRC has been in touch with the staff of Channel 9, KQED, as a followup to letters members of the HRC received from the Employment Law Center relative to the station's Open Studio Program. It has been determined that all of the Open Studio crew, as was charged, has not been laid off. Director Becker said the Employment Law Center has been asked for additional information as the next step.

- <u>Approval of Three Funding Applications</u>

******The Human Rights Commission at its regular meeting September 13, 1973, voted unanimously to approve application to the Rosenberg Foundation for support of a City-Wide Youth Council program aimed at lessening police-youth tensions in San Francisco.

The Human Rights Commission also authorized its staff to take the necessary steps to support the application, and to process it to the Board of Supervisors. If funded, the Human Rights Commisiion will make every possible effort to achieve the goals of this program.

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*****The Human Rights Commission at its regular meeting September 13, 1973, voted unanimously to approve application to the S.H. Cowell Foundation for a Census Data Retrieval and Analysis Project in connection with the Commission's upcoming (in 1973) tenth anniversary.

The Human Rights Commission also authorized its staff to take the necessary steps to support the application, and to process it to the Board of Supervisors. If funded, the Human Rights Commission will make every possible effort to achieve the goals of this project.

*****The Human Rights Commission at its regular meeting September 13, 1973, voted unanimously to approve application to the San Francisco Foundation for support of a Community Information Program.

The Human Rights Commission also authorized its staff to take the necessary steps to support the application, and to process it to the Board of Supervisors. If funded, the Human Rights Commission will make every possible effort to achieve the goals of this program.

CALENDAR MATTERS

- The September 27 meeting is cancelled. There will be a special Appeal Hearing September 19. The next regular HRC meeting will be October 11.

- <u>Standing Committees</u> -

| | |
|---|---|
| Employment: | Thursday, October 18, 9:30 a.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| Youth and Education: | Wednesday, October 3, 3:30 p.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street<br><br>and<br><br>Wednesday, October 17, 3:30 p.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| Housing and Urban Development: | to be scheduled |
| Native American Advisory: | to be scheduled |
| Police Lisison: | Monday, September 17, 4:30 p.m.<br>HRC Offices<br>1095 Market Street, Room 509<br><br>and<br><br>Monday, October 1, 4:30 p.m.<br>HRC Offices<br>1095 Market Street, Room 509 |
| Social Programs: | to be scheduled |

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

Attachment: PROGRAMS FOR THE GIFTED - SFUSD: A Youth and Education Report Adopted by the HRC 9/13/73

WB:JC:be 9-21-73

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103
558-4901

# PROGRAMS FOR THE GIFTED
S F U S D

Adopted by the Human Rights Commission
of San Francisco

September 13, 1973

## Definition

To help cover the cost of identification, the State provides a one time sum of $50 for those identified as gifted. The Programs for the Gifted, to receive State aid of a set amount per semester not to exceed two semesters per year, must adhere to the State definition of gifted which accepts one of these three criteria: 1. scoring at the 98th percentile on a State-approved individual standardized test of general ability; 2. in addition, up to five percent of the total number, of those pupils identified by "1" in the school district, can be selected using non-test criteria including behavorial measures; and 3. up to two percent of those pupils in the school district defined as "culturally imposed disadvantaged" can be selected who do not fit either criteria "1" or "2"; in the San Francisco Unified School District, the number enrolled under the Elementary and Secondary Education Act Title I is the base figure for computing the two percent as "culturally imposed disadvantaged".

The State criteria of "gifted" is a definition which tends to select those with high verbal skills and who are academically very superior and can profit by intensified academic material. This definition of gifted does not cover the full range of intellectual or esthetic pursuits which are so enormously varied among the gifted.

The State Education Code requires that 200 minutes per week of qualitatively different instruction be provided for each mentally gifted minor for which the District asks reimbursement. The State apportionment in 1971-72 and 1972-73 were $60 and $70 respectively per identified pupil in a special program. For the 1973-74 school year, reimbursement will be $80. The figures for the coming years will be as follows: $90 in 1974-75 and $100 in 1975-76.

## Court-Ordered School Desegregation

In his memorandum of Decision, Judgement, and Decree of July 9, 1971 Federal Court Judge Stanely A. Weigel stated:

> "The judgement and decree does not require gifted children to be held back. They may be given specific preference or attention or handling in any manner which does not involve or promote racial segregation."
>
> and
>
> "The District is permanently restrained and enjoined from: authorizing, permitting, or using tracking systems or other educational techniques or innovations without effective provisions to avoid segregation."

## General Observations

1. As of 6/30/73, 2,670 identified mentally gifted minors were enrolled in Programs for the Gifted. Of these, 714 had been identified in 1972-73. It is estimated that there will be 2,300 mentally gifted minors in 1973-74 in the Programs.

2. All children identified as Gifted at the secondary level are receiving some degree of special programming. At the elementary level, 65 pupils did not receive sufficient additional help to justify the Programs for the Gifted requesting State funding for them. Therefore, the total number of identified gifted pupils including those not served, was 2,735 in 1972-73.

3. The Gifted Program expansion in 1972-73 was at the junior high school level; the thrust of the 1973-74 expansion is at the senior high school level.

Status of the Gifted Program at the Elementary Level

1. Procedures for the Identification of Elementary Gifted Students:

   a. Student is nominated either by the Principal, or the classroom teacher, or at the request of the student's parents.

   b. Whether recommended by the Principal, teacher or parent, the classroom teacher fills out the check list of characteristics of gifted and talented children.

   c. The check list and any other pertinent information are forwarded to the Principal.

   d. The Principal lists the child for testing by a school psychologist/psychometrist assigned to test children in that school.

   e. The resource teacher from the gifted program assigned to that school seeks further data on the students, puts the list in rank order, and secures parental permission for the student to be tested.

   f. The psychologist/psychometrist assigned to that school, interviews the student prior to the administering of an individual test of intelligence. Group intelligence tests are not to be used.

2. Total Impact Classes:

   a. There were 12 classes at the primary level: one in zones 6 and 7; and two each in zones 1, 2, 3, 4, and 5; two classes were in each of two schools.

   b. There were 20 classes at the intermediate level: one in zone 3; two in zones 5 and 6; three in zones 2 and 7; four in zone 4; and five in zone 1; two classes were in each of four schools.

   c. Classes ranged in size from 19 through 30 pupils.

   d. There were no total impact classes in kindergarten or first grade at primary level classes, 12 are 2nd and 3rd grades combined. At the intermediate level, 7 of the classes were at fourth grade; the remaining 13 classes were 5th and 6th grades combined.

   e. Ethnic make-up of total impact classes as of 5/15/73:

| Ethnic Group | Number | Percent |
|---|---|---|
| Spanish Speaking-Spanish Surnamed | 45 | 6 |
| Other White | 325 | 42 |
| American Indian | 2 | - |
| Black | 157 | 20 |
| Chinese | 128 | 17 |
| Filipino | 31 | 4 |
| Japanese | 55 | 7 |
| Korean | 3 | - |
| Other Non-White | 25 | 3 |
| Total | 771 | 99 |

f. Comparison:

There were 12 total impact classes at the elementary level in 1971-72 school year. For the 1972-73 year, there were 32 classes. Five more total impact classes: two in primary and three in intermediate, have been added for 1973-74.

3. Pull Out Program:

There was no formal pull out program offered in 1972-73 by the Programs for Gifted. Pull out classes were taught at four schools which operated their own programs; approximately 60 pupils were involved.

4. Individualized Help in the Regular Class:

Approximately 150 pupils identified as gifted were enrolled in regular classes. Eighty-five pupils of these received sufficient additional individualized help to qualify for state funding for the gifted; the remaining 65 pupils did not receive such help. "Resource teachers" consulted with classroom teachers, providing extra materials and mobilizing resources.

Status of the Gifted Program at the Junior High School Level

1. Procedures for the Identification of Junior High School Gifted Students:

a. At the junior high level, pupils who score in the 98% or 99% in more than one area in a standardized achievement test are defined as gifted.

b. There is very limited use of individual intelligence tests at the secondary level.

c. Behavorial measures are a means of selection; the check list of characteristics of gifted and talented children is distributed to the coordinator of the Gifted Program at each of the junior high schools.

2. There was no special program at the junior high school level in 1971-72 except for an occasional honors course.

3. In the 1972-73 academic year, there were seminar centers at eight junior high schools. Enrollment varied from 30 to 276; five had more than 175 and three had less than 100. 1,387 were enrolled in total. Of the 1,387 enrolled in seminar centers, approximately 750 were identified gifted pupils.

4. A new seminar center opens at a ninth junior high school in Fall 1973.

5. The 1973-74 SFUSD adopted budget reflected a decrease of five District funded junior high school teachers in comparison with the 1972-73 SFUSD budget, though these teachers are now supported through State funding. The funds could have been used for other purposes.

6. The SF Board of Education, on 11/9/63, adopted a policy calling for pupils who are enrolled in highly specialized or advanced placement classes to be graded at the level of general college prep courses at their grade level. This policy statement was reissued in the 11/6/72 issue of the Superintendent's Bulletin. Despite this, gifted students, at the junior high school level, are sometime at a disadvantage in the competition for admission to Lowell when they are enrolled in advanced courses because they are graded in terms of the difficulty of the subject matter and not by their grade level.

7. Ethnic make-up of seminar centers as of 5/15/73:

| Ethnic Group | Number | Percent |
|---|---|---|
| Spanish Speaking-Spanish Surnamed | 63 | 5 |
| Other White | 597 | 43 |
| American Indian | 2 | - |
| Black | 269 | 19 |
| Chinese | 295 | 21 |

| Ethnic Group | Number | Percent |
|---|---|---|
| Filipino | 65 | 5 |
| Japanese | 69 | 5 |
| Korean | 9 | 1 |
| Other Non-White | 18 | 1 |
| Total | 1,387 | 100 |

Status of the Gifted Program at the Senior High School Level

1. Procedures for the Identification of Senior High School Gifted Students:

   a. At the senior high level, pupils who score in the 98% or 99% in more than one area in a standardized achievement test are defined as gifted.

   b. There is very limited use of individual intelligence tests at the secondary level.

   c. Behavorial measures are a means of selection; the check list of characteristics of gifted and talented children is distributed to the coordinator of the Gifted Program at each of the senior high schools.

2. The programs which exist at the senior high school level were: (1) independent study, (2) advanced placement, and (3) honors classes. The latter two are also for the academically high achievers as is Lowell High School. In addition, 43 students were enrolled in College level courses at San Francisco Community College. Some special counseling provided assistance particularly to those students. State funds supported program coordination time, purchased equipment and supplies, and provided supervision and resource time for independent study.

3. In the 1973-74 school year there are seminar centers at three senior high schools. The SFUSD will provide three teachers from the pool of unassigned teachers, though they will be supported through State funding.

4. Of the 960 identified gifted in senior high schools, Lowell High School had more than 400 identified gifted pupils; there was a special honors program in which some participate.

5. Ethnic make-up of the Programs for the Gifted as of 5/15/73:

| Ethnic Group | Number | Percent |
|---|---|---|
| Spanish Speaking-Spanish Surnamed | 38 | 4.4 |
| Other White | 529 | 61.5 |
| American Indian | 0 | - |
| Black | 26 | 3.0 |
| Chinese | 195 | 22.7 |
| Filipino | 7 | .8 |
| Japanese | 58 | 6.7 |
| Korean | 0 | - |
| Other Non White | 7 | .8 |
| Total | 860 | 99.9 |

Recommendations adopted by HRC December 1971 and action to date:

1. "Request that SFUSD include one or more persons sensitive to the identification of gifted minority group pupils as regular members of the screening committee in accordance with State regulations and using HRC as a resource in the selection of appropriate committee members."

   There are still no minority group staff persons on the screening committee; there are no minority group staff persons in the relevant disciplines not including teachers employed by the School District. A psychologist from

the Association of Black Psychologists did serve as a consultant to the program and worked with the screening committee during the 1972-73 school year.

2. "Urge that the SFUSD Programs for the Gifted more closely reflect the District's ethnic balance, not merely within the 15% plus and minus guidelines."

3. "Initiate and build ongoing evaluation of the effectiveness of the total program. Include in this evaluation, the effects of the Programs for the Gifted on the student body as a whole as well as the effects on those in the program. Further, study the use of State funds for the gifted to ascertain the best and most effective use of said funds."

   The Annual Report of the Programs for the Gifted, dated August 1, 1973, contained the results of an evaluation conducted by the SFUSD Educational Research staff in conjunction with the Gifted Program staff. The methodology as well as the results of this evaluation is being studied. This evaluation did not include effects of the Programs for the Gifted on the student body as a whole. Future evaluations might study the progress of gifted students not receiving special help and that of their classes to those receiving individualized help in the regular class to classes serving as a control group. Also, the study of attitudinal change among the Gifted might be germaine.

   There has been no study of State funds for the gifted to ascertain the best and most effective use of said funds.

Recommendations:

1. HRC reinterate its recommendations 1, 2, and 3 adopted December 1971 by HRC with the modification that 2 be reworded.

2. HRC is pleased to note that, of the 110 pupils who were admitted to the gifted program on the basis of other than testing in 1971-72, 98 were in the program in 1972-73. We urge increased utilization of methods designed to tap high potential minority group students at all grade levels.

3. We urge the reactivation of a city wide advisory committee for the Programs for the Gifted and that their charge be to develop programming changes which strengthen the gifted program at all levels, which will make this program an even more viable alternative.

gm
9/13/73

# HUMAN RIGHTS COMMISSION
## OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Special Meeting of October 4, 1973

* * * * * * * * * * * * * * * * * * * * * *
* NEXT REGULAR October 25, 1973 *
* MEETING: Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * * * * *

NOTE: See under the Calendar Matters Section of these Minutes the schedules of HRC regular committee meetings.

ROLL CALL

Commissioners

Present: Louis Heilbron, Acting Chairperson (presiding), Sister Mary Bernadette Giles, Leonard Kingsley, Earl Livermore, Curtis Mc Clain, Earl Raab, Edward Sandoval, Louis Simon, Harvey Wong

Excused: The Very Rev. C. Julian Bartlett, Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, and Rev. Victor L. Medearis

Staff

Present: William Becker, Director, Dan Amerson, Johnny Brown, Hess Dixon, Ms. Barbara Ezell, Ms. Sue Heller, Al Howard, Ms. Melanie Jenkins, Stanley Lim, Shone Martinez, Gregory Marutani, Wayne Redus, Ms. Gail Roberts, Ms. Renee Thompson, Allen Wilson, Ms. Dorothy Yee

PLEDGE OF ALLEGIANCE

Minutes of meeting of September 13 approved.

In view of the absence of both the Chairman and Vice-Chairman, Commissioners Bartlett and Medearis, Commissioner Heilbron was elected to preside over this meeting.

## COMMUNICATIONS

- From Commissioner Mattie Jackson announcing her resignation from the HRC. Ms. Jackson has been appointed to the Board of Permit Appeals.

- To Robert J. Dolan, Clerk of the Board of Supervisors, From Director Becker, in response to a memorandum from the Board about rising telephone costs in City departments, advising Mr. Dolan of the steps taken within the HRC to reduce phone costs.

- From State Assemblyman Leo T. McCarthy, acknowledging HRC's Child Care Recommendations and pledging his support of Ballot Proposition "M" on November 6, 1973.

- To Mr. Harold E. Brown, President of Raphael Company (a painting contractor), advising Mr. Brown that the Appeal Hearing involving a complaint against his company has been continued until October 11, 1973 at 9:30 a.m.

- To Supervisor Quentin L. Kopp, in response to his inquiry regarding a proposed increase in the fine levied against contractors found in violation of the City's Nondiscrimination Ordinance, outlining the history of HRC's use of sanctions against City contractors found to be in noncompliance.

- From Larry R. Littlejohn, Acting Executive Secretary of the Pride Foundation, noting that the Department of Public Works, at the request of The Pride Foundation, will in the future require adherence to Chapter 12B of the Administrative Code for future permits to install telephone booths on public sidewalks and asking that the HRC monitor a current Pacific

Telephone Company contract to see that the conditions of the permit are adhered to.

- From Mrs. Basil R. Twist, Chairman of the Junior League, announcing that Mrs. Donald McNear will attend HRC meetings as the Junior League Observer.

- To Mayor Joseph L. Alioto, Director Becker's comments and recommendations on the 1972-73 Grand Jury.

- To Babette Drefke, in response to her inquiry about the mode of appointment of nine mental health aids for the Potrero Hill neighborhood.

- From U.S. Senator John V. Tunney, acknowledging HRC Recommendations on the Genocide Convention.

## COMMITTEES

EMPLOYMENT:
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

(In the absence of both Chairpersons, Wayne Redus, Coordinator of Employment, presented the Committee Report.)

- Semi-Annual Report by HRC Ethnic Recruiters: Al Howard, Coordinator of Recruiters

Mr. Howard began by pointing out that since the recruiters' last report they've been working on new systems and procedures to make theirs a more effective unit. As a result, the recruitment section has been contacted by several employers in the private sector. Mr. Howard stated: "I feel that when companies start to approach a minority manpower unit rather than vice-versa, that unit is providing a reputable service." These companies are desirous of implementing affirmative action programs and tapping sources of minority manpower.

Statistically, the program has continued to make progress in the available areas--Permanent Civil Service and Private Industry. Private industry placements for the six month period preceeding the report were up nearly 400% over the previous one-year period. In Permanent Civil Service placement, there was a 1% drop in average number of people placed per month. "It must be noted, however." Mr. Howard pointed out, "That two of the recruiters' most important sources for retaining applicants during the long civil service waiting period, the EEA and Limited Tenure jobs, are no longer available."

Mr. Howard then outlined a newly adopted method to deal with permanent civil service placements. Rather than attempt to place applicants in every single civil service classification, the recruiters will concentrate on the larger civil service classifications and do heavy recruiting for them. As evidence of the belief that this will become a successful means of recruiting. Mr. Howard gave examples of two classifications: Junior Personnel Analyst and Motorman/Conductor. 176 applications were recruited for the former classification and over 200 for the latter. This was principally among the Asian and Spanish Origin communities and among women, categories in which there are deficiencies at present. Mr. Howard pointed out that normal methods would not have resulted in nearly so many applicants. (See Attachment #1.)

Commissioner Kingsley noted that these were the first statistics he had seen in which Native Americans were substantially represented. Director Becker introduced Dan Amerson, who recruits in the Native American community. Commissioner Wong asked if it would be possible in the next report to show a breakdown of placements by job level or classification. Mr. Howard said this this would be done.

- Request for Resolution Urging the Amendment of Ordinance 12B to Cover Leases: Wayne Redus

Mr. Redus pointed out that one of the problem areas faced by the HRC in its affirmative action efforts is employment by Airport tenants. In 1970,

the HRC asked the City Attorney for an opinion as to whether airport leases were covered in Section 12B. In his Opinion, the City Attorney stated that, as currently written, leases are excluded from the non-discrimination provisions of 12B.

Mr. Redus pointed out that airport leases generate a significant number of jobs but employ relatively few minority persons and that in order to bring lessees under the nondiscrimination ordinance it would be good if the Board of Supervisors amended Section 12B to specifically include leases. the proposed amendment and resolution, developed by HRC's Employment Committee, would do just that.

It was

*****m/s/c That the HRC adopt the Resolution urging the Board of Supervisors to amend Section 12B to cover leases.

- Affirmative Action in Banking: Wayne Redus

The report on Affirmative Action with 19 City banks with whom the City has deposits of $371,760,057.37, shows that the banks have made slow, but steady increases in overall minority and female employment. Total minority employment, as of August 1973, is 36%, an increase of 1% from last year's report. The total figure is somewhat misleading, however, because 50.3% of all minority employees are Asians (Chinese, Japanese, and Filipino). Blacks, Spanish-Origin, Native Americans and Other Non-Whites comprise the remaining 49.7%.

The thrust of HRC's affirmative action work with banks has changed from detailed, complex and time-consuming affirmative action programs--to evaluation of the banks' recruitment, hiring, training and upgrading programs. Mr. Redus indicated that if equal opportunity is realized in these areas, it will, in turn, be reflected in the banks' overall minority and female employment statistics. One of the areas that is usually does need attention is the area of recruitment. The HRC's recruitment section is available to assist employers to recruit increasing numbers of minority and female applicants.

A major future emphasis will be on the upgrading of women and minorities who now constitute respectively 24% and 9% of those in official, managerial and professional positions. (See full report, Attachment #2.).

A continuing concern for HRC has been the 'Ethnic' Bank (which in San Francisco means Asian Banks). In these cases the HRC has made a distinction between affirmative action for women and affirmative action for minorities and has been concentrating its efforts on affirmative action for women. Commissioner Wong pointed out that some Asian banks employ exclusively Asians. This is often a necessity--particularly in Chinatown--where a substantial portion of the clientele is Chinese speaking and even a a portion of it is illiterate, in which cases the tellers must fill out deposit and withdrawal slips for the patrons. He questioned the need for bilingual employees in other languages in such banks.

Commissioner Kingsley noted, however, that there are Asian banks located in the Financial District conducting international business, and questioned the need for exclusively Asian-bilingual workforces in such banks.

The Employment Committee was requested to consider this issue further.

- Construction in the Bayview-Hunters Point Model Neighborhood Area: Renee Thompson, HRC Affirmative Action Officer

Ms. Thompson introduced Mr. George Newkirk, Contract Compliance Officer with the San Francisco Department of Public Utilities, Mr. Acklin Thibeaux, Director of the Apprenticeship Opportunities Foundation, and Mr. Curtis Jung, Field Representative with the AOF.

In the 12 construction projects in the Bayview-Hunters Point Model Neighborhood Area currently being monitored by HRC, Ms. Thompson reported that 53% of the total workforces were residents of the Model Neighborhood Area and that 64% were minority people. The Bayview-Hunters Point Memorandum of Agreement (a tripartite agreement negotiated under HRC leadership among the Bayview-Hunters Point Model Neighborhood Agency,

The San Francisco Building and Construction Trades Council and contractor associations) is enforced jointly by the HRC and the San Francisco Redevelopment Agency. It provides for a 50% residency preference for publicly funded construction on projects in the Model Neighborhood Area. A current problem with respect to monitoring such contracts is that the Redevelopment Agency does not at present have a compliance officer in that area.

An ongoing problem in Hunters Point construction continues to be out-of-town subcontractors, who pose problems to some unions with respect to hiring of residents. This is magnified by the fact that 69% of the subcontractors are from out of town.

There are no minority contractors or subcontractors currently in the Bayview-Hunters Point Area. There is no minority contractor affirmative action requirement and the bidding system tends to mitigate against minority contractors. Also, there is a tendency among general contractors to go with subcontractors they know, with whom they have had previously successful relationships.

Commissioner McClain asked that Director Becker invite representatives from the Department of Public Works to meet with the Employment Committee to explain the bidding procedures to the committee so that the Committee might work up recommendations that help minority contractors in the bidding process.

- Commissioner Giles asked that the Commission publicly applaud Stanley Lim and Barbara Ezell, Editor, for the work they have done with the Affirmative Action News.

YOUTH AND EDUCATION:
Sister Mary Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Proposed Resolution on Multi-Cultural Education To Be Presented To The San Francisco Board Of Education: Commissioner Giles

Commissioner Giles pointed out that the District's current efforts at providing meaningful multi-cultural education are continually being thwarted by individual teachers and principals, since the current requirements for multi-cultural education are not mandatory. Often teachers and administrators fail to grasp the necessity of multi-cultural education. In a school district in which 60.4% of the enrollment is non-white, the need for cultural pluralism is dramatically emphasized. The purpose of the proposed resolution is to motivate the school board to mandate all principals in the district to enact multi-cultural educational offerings, e.g. a curriculum that rellects our multi-cultural society, incorporating materials of diverse ethnic groups into required and elective courses, multi-language instruction, remedial instruction, bilingual instruction and the incorporation of the services of community relations and in-service training for teachers and administrators.

It was

*****m/s/c That the HRC adopt the Resolution on Multi-Cultural Education to be presented to the San Francisco Board of Euucation. (The full Resolution is Attachment #3 of these Minutes.)

- Report on Occupational Preparation in the Schools: Commissioner Giles

An ongoing concern of the HRC and its Youth and Education Committee has been those students who graduate from high school and do not go on to college and find themselves in the job market without adequate preparation to effectively compete for jobs. The report makes twelve recommendations in terms of immediate action, short-term action and long-term action.

Director Becker pointed out that this is one of the basic topics with which the Commission has struggled. These youth have been short-changed

in terms of preparation for the challenge they face. He also noted complaints from employers, saying that high-school graduates are not adequately prepared to handle rather simple and basic tasks. He agreed with the Committee that a commitment in this area is needed from the District.

Commissioner Giles introduced Lewis Allen, SFUSD Community Relations Staff, and former Counselor at John O'Connell High School, who has been among the forefront in the Committee's work on occupational preparation and multi-culture. Mr. Allen said that the Occupational Preparation Program was long overdue. The Summer NYC program, he pointed out, has shown that lack of skills possessed by many high school students...that many students have no knowledge of any trade. He concluded by saying that the city needs more vocational schools like John O'Connell. Commissioner Wong lamented the post war trend of the downgrading of technical, clerical and vocational schools and these curricula in the schools.

It was

*****m/s/c To adopt the Report on Occupational Preparation to be forwarded to the San Francisco Unified School District. (See Attachment #4.)

- Recommended Resolution on Office of Services for Children and Youth: Commissioner Giles and Commissioner Simon

The issues of children's and youth services have been a standing concern of the HRC's Youth and Education Committee. Previous proposals on children's services have not effectively dealt with the youth issue. Both the Youth and Education Committee and the City-Wide Youth Council have argued that a proposal of the Social Services Commission did not adequately grasp the youth problem and provided very little youth participation.

Johnny Brown, City-Wide Youth Council Director, pointed out that the inclusion of youth in such a council did not mean that youth would control the council, pointing out that youth would make up only 1/3 of the total membership of the council. Commissioner Simon urged the Commission to adopt the resolution because it provided for substantial youth participation.

Director Becker pointed out that such a council would not be dominated by youth but would be an ideal vehicle to give youth a voice in decision-making processes, since they are by charter excluded from participation on standing commissions, boards and agencies.

It was

*****m/s/c To adopt the Resolution on Offices of Services for Children and Youth. (See Attachment #5.)

POLICE LIAISON:
Rev. Victor L. Medearis, Chairperson

- Committee Report: Commissioner McClain

The Police Liaison Committee was asked by the Civil Service Commission to comment upon the examination announcement for Q-2 Policeman.

In response to the San Francisco Civil Service Commission's draft of the examination announcement, the Police Liaison Committee has made these suggestions:

1. The position under discussion should be Q-2 Police Officer (male and female) instead of Q-2 Policeman.

2. In view of the intense recruitment program, the Civil Service Commission should limit its recruitment to the Bay Area and give preference to residents of San Francisco instead of the 13 Western States.

3. Driving histories required from applicants should be limited to the last three (3) years and not include non-moving violations. Applicants should not be required to recount each of their violations since the Department of Motor vehicles will provide complete driving records.

4. Judicial records should be rephrased to Conviction records. The announcement should also make clear that expunged or sealed records should not be used.

5. The Composition and selection of the oral panels should be clarified and should not be dominated by persons from the department.

6. The "panel of experts" needs to be spelled out more in regard to the Background Investigation.

After long examination by the Police Liaison Committee, the committee is still considering recommendations that in interviewing applicants, the oral exam panel give credit for evidence of a knowledge of the culture of one or various parts of this multi-ethnic City as evedenced by (but not limited to) bilingual ability (including the language of the streets).

Also under consideration by the PLC is the issue of women in the San Francisco Police Department and other law enforcement agencies. The Police Liaison Committee is accumulating, in cooperation with other knowledgeable groups in this area, data, information and studies related to discrimination and detriment against women in their roles as employees of police departments.

We are considering the basic proposition that women should have the same job assignment rights if they pass the same exams and go through the same selection procedure.

George Newkirk of the Department of Public Utilities stated that his department had also been asked to make recommendations on the Q-2 announcement and had made substantially similar suggestions. He further noted that one of PUC's concerns was the issue of recruitment in the 13 Western States, which he felt might require a Charter Amendment to resolve. Commissioner Heilbron pointed to a recent State Supreme Court decision that extends to charter cities the right to give residents preference in employment.

SOCIAL PROGRAMS:
Earl Raab and Harvey Wong, Co-Chairpersons

- Resolution in Support of Ballot Proposition "M"

Commissioner Wong reported on committee discussion of Proposition "M" and called for support of Ballot Proposition "M", which reads:

"It shall be the policy of the people of the City and County of San Francisco that low cost, quality child care be made available to all San Francisco children. Child care shall include infant care, pre-school and after school programs. Policy shall be made by the parents and faculties at each center. Funding shall be procured by the City and County of San Francisco."

It was

*****m/s/c To support Proposition "M".

- Statement in Support of Supervisor Quentin Kopp's Resolution Calling Upon the Retirement Board to Withdraw Investments from South Africa and Other Countries Supporting Apartheid Policies: Commissioner Raab.

Supervisor Kopp recently introduced a resolution to the Board of Supervisors calling for the withdrawal of Retirement Board investments in countries such as South Africa which have apartheid policies. Currently, 15% of the Retirement Board's funds are invested in South Africa.

Supervisor Kopp has asked HRC for support of his resolution. Commissioner McClain offered his vigorous support of the measure.

It was

*****m/s/c That the HRC adopt the Statement in Support of Supervisor Kopp's Resolution. (See Attachment #6.)

- Policy Statement in Support of Home Rule in Washington, D.C.

The HRC has been asked to give its support for legislation which would provide for home rule in Washington, D.C. The Social Programs Committee adopted a policy statement in support of D.C.'s bid for home rule.

It was

*****m/s/c To adopt the Policy Statement in Support of Home Rule in Washington, D.C.

DIRECTOR'S REPORT

- Director Becker began by outlining the steps through which an item must pass in order to come before the Commission for passage. Any issue brought initially before the Commission must be referred to the appropriate committee for action and can only be brought before the Commission for a vote after having first passed committee.

He then brought forward the issue of finding an emergency meeting place for the Commission to hold meetings. As it now stands, if the HRC needs a temporary meeting place, according to Rule 7, "In case of emergency, the Commission, by resolution, shall designate some other appropriate place as its temporary meeting place." He pointed out that unless the Commission was meeting it would be impossible to pass a resolution designating an emergency meeting place and that the rule should be changed to provide for procuring such a meeting place without the necessity of a resolution, when the Commission was not meeting. The following wording was introduced for a first reading:

"Rule 7 -- In the event that the regular meeting place of the Commission is unavailable, the Director will take the necessary action to provide for an appropriate temporary meeting place."

This subject will be taken up at a subsequent Commission meeting.

- He next asked for Commission support for a Request for Supplemental Appropriation for a Chinatown Youth Project to be sponsored by the HRC. He explained again the emphasis on foreign born youth in this program.

It was

*****m/s/c To support the Supplemental Appropriation for a Chinatown Youth Project sponsored by the HRC.

- Director Becker then announced that the Commission had been asked to use its good offices to aid mediation of a dispute between the Housing Authority and the Public Housing Tenants Association.

- Next was the subject of the Appeal Hearing for Raphael Company scheduled for Thursday, October 11, 1973, at 9:30 a.m. Mr. Becker noted that both the Chairman and the Vice-Chairman would be out of town, so that an Acting Chairman must be elected to chair that meeting. Commissioner Heilbron was nominated to preside at that meeting. It was

*****m/s/c That Commissioner Heilbron be appointed to act as Acting Chairman of the October 11 Appeal Hearing.

Director Becker pointed out that there must be a quorum at that meeting, and that if a mere quorum (8) was present, then all votes would have to be unanimous. He urged that all commissioners, with the exception of the

two who sat on the original hearing panel, attend the hearing unless clearly impossible.

- Director Becker then announced that HRC had been aprroached by Arriba Juntos, a manpower agency in the Mission District, to act as its City agency sponsor in its application to the California Council on Criminal Justice for funding of a program for ex-prisoners. City agency sponsorship is necessary for use of such federal funds. Mr. Becker announced that if the project is funded the HRC, of course, would have a staff person serving on its board. Mr. Becker requested that the Commission adopt this request. Since this matter did not come from committee,

It was

*****m/s/c To suspend the rules in order to adopt the Director's request.

It was then

*****m/s/c To adopt the Director's request to act as city agency sponsor for Arriba Juntos in its quest for CCCJ funding for an Ex-Prisoner Project.

Mr. Becker then referred to a letter from Robert Won, which announced that all City departments having EEA employees on its staff and who wanted to have those employees made permanent must request them in the 1974-75 budget, the first step being due by October 12, 1973. Mr. Becker asked the Commission to authorize staff to seek the positions requested in the last budget, including all the current EEA employees, to be made permanent under the 1974-75 Budget.

It was

*****m/s/c To suspend the rules in order to adopt the Director's request.

It was

*****m/s/c To authorize the director to seek the positions requested in the last budget, including all the current EEA employees, to be made permanent in the 1974-75 Budget.

- Commissioner Wong requested the Director to make a report on the Chinatown Youth Project at the next meeting.

NEW BUSINESS:

- Commissioner Wong said that after his first visit to the HRC office at 1095 Market Street that he was shocked by the building and its location, calling it a "dump". He urged that an ad hoc committee be formed to push for better working conditions. Commissioner Heilbron said that this was an old matter newly stated, that while Commissioners and Staff agreed with Commissioner Wong, that there are budgetary concerns that must be taken into account and that similar attempts had, in the past, been attempted.

OLD BUSINESS:

There was no old business.

CALENDAR MATTERS:

- The next regular Commission meeting will be held October 25 at the third floor Commission Room of the Main Library in Civic Center -- 9:30 a.m.

- Standing Committees

| | |
|---|---|
| Employment | Thursday, October 18, 9:30 a.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |

- Standing Committees:

| | |
|---|---|
| Youth and Education | Wednesday, October 17, 1973, 3:30 p.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| Housing and Urban Development | Thursday, October 18, 1973, 12:30 p.m.<br>Human Rights Commission Office<br>1095 Market Street, Room 509 |
| Police Liaison | Monday, October 15, 1973, 3:30 p.m.<br>Human Rights Commission Office<br>1095 Market Street, Room 509 |
| Social Programs | Monday, October 15, 1973, 10:30 a.m.<br>Human Rights Commission Office<br>1095 Market Street, Room 509 |
| Native American Advisory | Tuesday, October 23, 1973, 5:00 p.m.<br>Human Rights Commission Office<br>1095 Market Street, Room 509 |

REMARKS FROM THE AUDIENCE

- Kathleen Connolly, a member of the Affirmative Action Task Force of the National Organization For Women, asked to meet with Commission Staff to discuss what NOW feels to be inflated figures for women in high level positions with the banks, and the immediate taking of another survey of the industry, this one to be much more extensive. She asked for a resolution from the Commission to authorize such a meeting and survey. Director Becker pointed out that such a resolution was unnecessary, and that the matter could be taken up with Wayne Redus, Coordinator of Employment, and the Employment Committee, and that such a meeting would be arranged.

ADJOURNMENT

Respectfully submitted,

William Becker
via Allen Wilson

WB:AW:be
10-16-73

Attachments:

#1 Civil Service Recruiters' Placement Report
#2 Bank Affirmative Action Report
#3 Multi-Culture Education Resolution (Res. 9-73)
#4 Report on Career Education
#5 Resolution on Offices of Services for Children and Youth (Res. 10-73)
#6 Statement in Support of Kopp Resolution

CIVIL SERVICE RECRUITERS PLACEMENT REPORT

A - 2/24/72 - 8/05/73
B - 8/06/73 - 9/05/73

| Ethnic Identification | 1 | | 2 | | 3 | | 4 | | 5 | | Monthly Totals | Final Totals |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | A | B | A | B | A | B | A | B | | |
| Native American | 30 | - | 15 | - | 8 | - | 40 | 25 | 28 | 6 | 31 | 152 |
| Black | 59 | - | 104 | 2 | 41 | - | 43 | 3 | 43 | 5 | 10 | 300 |
| Chinese | 66 | - | 65 | - | 18 | - | 24 | 1 | 55 | 4 | 5 | 233 |
| Filipino | 32 | - | 52 | - | 19 | - | 25 | 4 | 56 | 4 | 8 | 192 |
| Japanese | 25 | - | 19 | - | 6 | - | 44 | 5 | 28 | 2 | 7 | 129 |
| Spanish Origin | 56 | - | 112 | 2 | 29 | - | 61 | 9 | 184 | 8 | 19 | 461 |
| Subtotals | 268 | - | 367 | 4 | 121 | - | 237 | 47 | 394 | 29 | 80 | |
| TOTALS 9/12/73 | 268 | | 371 | | 121 | | 284 | | 423 | | GRAND TOTAL TO DATE: | 1,467 |

LEGEND:

1. Emergency Employment Act
2. Permanent Civil Service
3. Limited Tenure
4. Private Placement
5. Mass Referral Program

AH:mbj
9/19/73

BANK AFFIRMATIVE ACTION PROGRESS REPORT

Our current analysis of minority and female employment in the City banks that have public funds shows that there has been some progress in the banks' recruitment programs. As of August, 1973, the total work force in the banks was 22,745 with 8,164 minorities (36%). There were 35% minorities in the total work force shown for the previous report period.

An understanding of the high Asian contribution to the overall minority percentage shows that employment of minorities in the banking industry is not as significantly representative of all the minority groups as the 36% figure would tend to indicate because 50.3% of these employees are Asians. HRC is currently obtaining separate data on Japanese, Chinese and Filipino employees because of their significant representation in the work force. They were formally grouped together under the single category of "Oriental". This report does not include information on these groups separately as it is not currently available.

The emphasis in the employment of minorities and women in official, managerial and professional levels and efforts to improve overall minority and female employment must continue as the need for improvement still clearly exists. Current statistics show that of the total work force, 1,388 (6.6%) women are now employed in the upper level positions. Of the total number of persons employed in official, managerial and professional positions, women comprise 24% of that part of the work force. Minority males comprise only 9% of this level of employment (See Appendix B).

It should be noted that in general the larger banks account for most of the difference in the increase of minorities and women employed in this industry. The five largest banks employ over 1,300 women in the upper level jobs or 6% of the total work force. This is due to the combination of their ability to employ larger numbers of people and their degree of effort and interest in recruiting, training and upgrading of minorities and women. HRC's general compliance activities as well as court orders have also influenced affirmative action efforts, which have usually been directed to the larger banks. Some of the smaller banks, on the other hand, have had very little change in their employment of minorities and women, partly because of their size and partly because of their lack of willingness to more actively utilize recruitment sources for hiring minorities and women for their openings.

Some of the banks, including foreign owned banks, have employment practices which operate to exclude women from employment opportunities in various job classifications. HRC staff is working to encourage these banks to direct a concentration in the employment and upgrading of women, particularly in management and professional level positions.

Review of the banks' affirmative action programs for recruiting, hiring, training and upgrading are being conducted by staff on an on-going basis.

Programs for improved affirmative action efforts are made available to employers to assist them as they may require. One such program is the HRC's referral program. HRC referral procedure allows an employer to contact the HRC recruitment section as a source for prospects for their openings to be filled from the outside. This procedure is designed to aid affirmative action employers in increasing the number of minority and female employees in their work force. The program provides that job opportunities filled from the outside may be made available to minorities and women during the banks selection period. The employer, of course, retains final selection rights and responsibility.

Since the previous reporting period there have been some changes relative to the banks that are monitored by HRC's staff. Some of these changes are:

> Two banks, California Canadian and Liberty National no longer hold city deposits.
>
> French Bank is newly included in the affirmative action reporting. This bank had previously been excluded from the reports due to its relatively small size. It is still comparatively small with only 43 employees in San Francisco.
>
> A recent report from Lloyds Bank of London on their agreement to acquire First Western Bank and Trust Company from World Airways indicates that First Western's status will change the total number of foreign banks with city funds from eight to nine.

There are 19 banks that have city funds included in this report. Four of the foreign banks are Asian owned. As of June 1, 1973, total city funds held by the various banks, according to a report from the office of the Treasurer for the City and County of San Francisco (Appendix C) is $371,760,057.37. The largest part of it, $301,360,057.37 is in inactive deposits (accounts that earn interest for the Treasury). $33,400,000.00 is in active deposits (the Treasury's non-interest bearing checking account for paying its bills). $37,000,000.00 is in investments (inactive accounts of maturing securities and bonds and time deposits). (See Appendix C)

Workers in classifications such as crafts, sales and service are included by some banks and other banks show no employees in those classifications. This is due to some banks not having employees in those grouping and to the banks including those workers under other work titles, thereby not accurately reflecting that part of the work force. However, totals of employees in those classifications are shown in order to get as accurate a numerical figure as possible. (See Appendix A)

## BANKS EMPLOYMENT DATA

| | TOTAL EMP | MALE | FEMALE | MALE BLACK | MALE ASIAN | MALE INDIAN | MALE SPAN | FEMALE BLACK | FEMALE ASIAN | FEMALE INDIAN | FEMALE SPAN |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/MANAGERS | 5,534 | 4,255 | 1,279 | 80 | 278 | 4 | 163 | 75 | 91 | 3 | 90 |
| PROFESSIONALS | 685 | 476 | 209 | 8 | 18 | 1 | 22 | 3 | 13 | - | 9 |
| TECHNICIANS | 878 | 556 | 322 | 29 | 59 | 1 | 35 | 30 | 48 | 1 | 22 |
| OFFICE & CLERICALS | 14,325 | 3,479 | 10,846 | 319 | 924 | 11 | 382 | 1,243 | 2,270 | 25 | 1,259 |
| CRAFTSMEN (SKILLED) | 190 | 170 | 20 | 1 | 25 | 1 | 15 | - | 1 | - | 3 |
| OPERATIVES | 1,028 | 473 | 555 | 30 | 80 | 1 | 65 | 103 | 175 | - | 100 |
| SERVICE WORKERS | 105 | 95 | 10 | 17 | 4 | - | - | 1 | 16 | - | 1 |
| TOTAL | 22,745 | 9,504 | 13,241 | 484 | 1,388 | 18 | 682 | 1,465 | 2,614 | 29 | 1,434 |
| | | | | 2.1% | 5% | .079% | 2.9 | 7.4% | 12% | 1.3% | 6½% |

TOTAL MINORITY MALES. . . . . 2,572 (10.3%)
TOTAL MINORITY FEMALES . . . . . 5,592 (26%)
TOTAL MINORITY MALES IN OM & P. . . . . 574 (9%)
TOTAL MINORITY MALE & FEMALE. . . . . 8,164 (36%)

TOTAL MINORITY FEMALES IN O1 & P . . . . . 289 (4.6%)
TOTAL FEMALES IN OM & P . . . . . 1,438 (24%)
(Incldg minority)

APPENDIX B

## BANK AFFIRMATIVE ACTION PROGRESS REPORT

| BANK | TOT EMP | TOT MIN | TOT FEM | BLK | SP ORG | TOT ASIAN | $J^2$ | $C^2$ | $F^2$ | NAT AMER |
|---|---|---|---|---|---|---|---|---|---|---|
| BANK OF AMERICA | 9812 | 3240 | 513 | | | | | | | |
| | | 36% | 22% | 8.7% | 7.2% | 20% | | | | 0 |
| WELLS FARGO | 4459 | 1601 | 498 | | | | | | | |
| | | 47.1% | 29.2% | 10.1% | 17.4% | 9.2% | | | | .4% |
| UNITED CALIFORNIA BANK | 1233 | 436 | 71 | | | | | | | |
| | | 34.5% | 22% | | | | | | | 0 |
| SECURITY PACIFIC | 520 | 169 | 48 | | | | | | | |
| | | 32.5% | 23.4% | 7.5% | 4.8% | 20% | | | | .19% |
| BARCLAYS | 204 | 45 | 12 | | | | | | | |
| | | 22% | 18.8% | 5.7% | 2.1% | 12.2% | | | | 0 |
| BANK OF CALIFORNIA | 1541 | 550 | 107 | | | | | | | |
| | | 35.8% | 21.7% | 9.7% | 8.3% | 16.7% | | | | .9% |
| CROCKER CITIZENS | 3148 | 1085 | 177 | | | | | | | |
| | | 34.4% | 23.3% | 9.9% | 9.1% | 15.2% | | | | .127% |
| FIRST WESTERN | 255 | 83 | 7 | | | | | | | |
| | | 32.5% | 10% | 9.1% | 10.5% | 12.5% | | | | 3.9% |
| REDWOOD BANK | 12 | 3 | 0 | | | | | | | |
| | | 25% | | 8.3% | 16.6% | 25% | | | | 0 |
| UNION BANK | 127 | 27 | 11 | | | | | | | |
| | | 20.4% | 22.4% | 4.7% | 7.8% | 6.2% | | | | 0 |
| BANK OF MONTREAL | 83 | 17 | 3 | | | | | | | |
| | | 20.5% | 10.7% | 3.6% | 2.4% | 14.4% | | | | 0 |
| BANK OF CANTON | 54 | 54 | 8 | | | | | | | |
| | | 100% | 53% | | | 100% | | | | 0 |
| SUMITOMO BANK | 170 | 191 | 4 | | | | | | | |
| | | 95.8% | 12.5% | 1.7% | | 94.1% | | | | 0 |
| SANWA BANK | 32 | 32 | 2 | | | | | | | |
| | | 100% | 16.7% | | | 93.7% | 90.6% | | | |
| BANK OF LONDON | 91 | 34 | 2 | | | | | | | |
| | | 37.3% | 8.7% | .021% | 14.2% | 20.8% | | | | 0 |
| FRENCH BANK | 43 | 6 | 0 | | | | | | | |
| | | 13.9% | | 2.3% | | | | 4.6% | | 4.6% |
| HIBERNIA BANK | 394 | 75 | 19 | | | | | | | |
| | | 19.8% | 8.6% | 3.5% | 7.3% | 7.3% | | | | .76% |
| BANK OF TOKYO | 242 | 171 | 9 | | | | | | | |
| | | 72.1% | 11.4% | .84% | 3.3% | 8.1% | | | | 0 |
| HONGKONG BANK | 79 | 47 | 3 | | | | | | | |
| | | 59.4% | 15% | 3.8% | 35.4% | 20.2% | | | | 0 |
| TOTALS | 22,745 | | 1504 | | | | | | | |
| | | 36% | 24% | | | | | | | |

[1] i.e. Officials...Managers...Professionals

[2] New statistical data for ethnic breakdown of Asians not available for this report.

CODE: TOT EMP=Total Employment
TOT MIN=Total Minority Employment
TOT FEM=Total Female Employment
BLK=Black
SP ORG=Spanish Origin
J=Japanese
C=Chinese
F=Filipino
NAT AMER=Native American Indian

APPENDIX C

## BANK DEPOSITS AS OF JUNE 1, 1973

| | INACTIVE DEPOSITS |
|---|---|
| Bank of America NT & SA. . . . . | $ 91,205,250.37 |
| Barclays Bank of California. . . . . | 2,500,000.00 |
| Bank of California . . . . . | 3,000,000.00 |
| Bank of Canton . . . . . | 4,725,000.00 |
| Crocker National Bank. . . . . | 52.750,000.00 |
| First Western Bank and Trust Co. . . . . | 7,000,000.00 |
| French Bank. . . . . | 2,000,000.00 |
| Hibernia Bank. . . . . | 7,300,000.00 |
| Hong Kong Bank of California . . . . . | 4,475,000.00 |
| Chartered Bank of London . . . . . | 1,111,213.00 |
| Bank of Montreal . . . . . | 4,950,000.00 |
| Redwood Bank. . . . . | 2,500,000.00 |
| Sanwa Bank of California. . . . . | 3,000,000.00 |
| Security Pacific National Bank. . . . . | 20,350,000.00 |
| Sumitomo Bank of California. . . . . | 9,860,000.00 |
| Bank of Tokyo of California. . . . . | 10,875,000.00 |
| Union Bank . . . . . | 20,058,594.00 |
| United California Bank . . . . . | .10,000,000.00 |
| Wells Fargo Bank . . . . . | 42,900,000.00 |
| Total Inactive: | $301,360,057.37 |
| Investments: | 37,000,000.00 |
| Active Deposits: | 33,400,000.00 |
| GRAND TOTAL: | $371,760,057.37 |

SOURCE: Office of the Treasurer

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103
558-4901

Resolution on Multi Cultural Education to be presented
to the San Francisco Board of Education

WHEREAS, San Francisco is composed of diverse ethnic groups and that the San Francisco Unified School District's 1972-73 racial survey shows 29.6% White, 30.1% Black, 23.6% Asian including Filipino, 14% Latino, 2.8% Other Non-White student enrollment;

WHEREAS, Irving Levine, Director of the National Project on Ethnic America, defined the new pluralism as the "social process which accepts individual and group uniqueness, which allows for balance between identification with a small group and commitment to the society as a whole, and in which individuals who do not wish to identify with any group are also fully accepted";

WHEREAS, the American Association of College for Teacher Education in November, 1972 adopted a statement which reads in part, "To endorse cultural pluralism is to understand and appreciate the differences that exist among the nation's citizens. It is to see these differences as a positive force in the continuing development of a society which professes a wholesome respect for the intrinsic worth of every individual. Educational institutions play a major role in shaping the attitudes and beliefs of the nation's youth. These institutions bear the heavy task of preparing each generation to assume the rights and responsibilities of adult life. In helping the transition to a society that values cultural pluralism, educational institution must provide leadership for the development of individual commitment to a social system where individual worth and dignity are fundamental tenets....."

WHEREAS, means of achieving this multi-cultural awareness include: (1)imparting to individuals the history, culture and contributions of their ethnic heritage, (2) providing knowledge of history, culture, and contributions of ethnic groups for all groups, and (3) helping the individual persons develop a positive self-image to become accepting of others and of themselves;

WHEREAS, the Mercer Evaluation Project, released May, 1973, reported that "....both teachers and the children themselves had much higher educational and occupational expectations for Anglo and Asian-Americans than for Black and Latin American children.... There are significant differences in the reading achievement of sixth grade pupils based on the comprehensive test of Basic Skills. Anglo-American and Asian-American children are scoring near the national norms for the test. Black and Latin American are scoring significantly below test norms";

WHEREAS, replicated research findings have demonstrated the significant effect of the self fulfilling prophecy of teacher expectation on pupil performance and of the pupil's self concept on academic performance;

WHEREAS, academic achievement by itself does not prepare an individual to maximize his future potential in society, and equally important is the ability to socially interact with others, organize thoughts and articulate and exchange ideas with individuals and groups, and assume responsible leadership roles. The above mentioned Mercer Report shows "Black children were slightly

above average in their overall social interaction when compared with the standardization sample, and Anglo and Latin-American children were slightly below average. Asian-American children were least likely to want to do things with other children";

WHEREAS, the California State Education Code, Article 3.3 stipulates that, "each California public school in which 25 percent or more of the students are of diverse ethnic backgrounds shall provide an inservice program designed to and effectively relate to the history, culture and current problems of these students and their environment";

WHEREAS, the San Francisco Board of Education has not adopted an official policy regarding multi-cultural education; and

WHEREAS, selected members of the San Francisco Unified School District have recognized the concerns of multi-cultural education and have produced excellent materials;

THEREFORE BE IT RESOLVED, that the San Francisco Board of Education adopt an official policy statement stressing the importance of understanding and appreciating the unique characteristics and contributions of diverse ethnic groups within the context of the recognition of a pluralistic society;

FURTHER BE IT RESOLVED, that the SFUSD continue and expand the use of specific techniques including: (1) affirmative action programs to recruit and have multi-ethnic staff; (2) modification of the District's policy of hiring non-certificated consultants in order to provide ethnic specialists in the area of multi-ethnic education; (3) revision of textbooks and curriculum materials so that they will truly reflect the role and contribution of diverse ethnnc groups in the total American experience; (4) incorporate materials of diverse ethnic groups into required courses; (5) prepare fact sheets on ethnic groups which would tie in with curriculum lesson plans and which could be available to teachers without requiring much outside work for them; (6) use District minimum instructional days for ethnic in-service training; (7) required human relations in-service training for teachers and school staff; (8) team teaching, that is, pairing of teachers so that they could exchange classes, explaining ethnic perspective; (9) courses taught in the secondary schools which focus on the history and culture of a given ethnic group, and (10) teach mini-courses, which focus on given ethnic groups; and

STILL FURTHER BE IT RESOLVED, that a pilot program be initiated in the elementary and secondary levels which would include a curriculum that reflects our multi-cultural society, incorporating materials of diverse ethnic groups into required and elective courses, multi-lingual language instruction, remedial instruction, bilingual instruction, and the incorporation of the services of community relations and in-service training. This program could be an appropriate approach to developing self-worth and enabling individuals from diverse cultures to take full advantage of educational offerings.

Resolution No. 9-73
Adopted by HRC 10/4/73

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, Ca 94103
558-4901

# CAREER EDUCATION

## Report on Occupational Preparation in the School

The Superintendent is to be commended for the resolutions adopted by the Board of Education May 29, 1973 authorizing application for a Regional Occupational Program and adopting the concept of career education from kindergarten through grade twelve. The Human Rights Commission and its Occupational Preparation Subcommittee pledges its cooperation in working towards implementation of the career education concept.

Because most people will be involved in the world of work at some time in their lives, it is evident that occupational preparation for all students, however divergent their needs, is crucial. Because of its concern that equal opportunities be provided for all youth to enter the world of work in terms of conpetence and adequate training, the Human Rights Commission urges the strenghtening and expanding of occupational preparation in the San Francisco public schools. To this end, it recommends that career education become an integral part of the District's operation and not be viewed as an auxiliary service. It is further recommended that the goals and responsibilities of career education be clearly and fully delineated.

The business community has articulated that its self interest is directly related to improving dramatically the quality of career education in the public schools. However difficulties have emerged in trying to develop and maintain an effective working relationship between industry and the schools.

HRC feels that effective occupational preparation is especially important for minority group youth because they are less likely than non-minority youth to receive adequate preparation in school. The emphasis on the mastery of basic skills and the acquisition of a saleable skill is not intended as terminal as a deterent to college admission but rather as a step on an occupational or professional ladder open to students in the future.

To strengthen and expand career education, the following concrete steps are recommended:

### IMMEDIATE ACTION

1. We recognize that the Task Force cited in the 5/29/73 Board of Education resolution on career education, is in the process of formation. We recommend that its goals and its membership includes industry, labor, and minority education groups.

2. We recommend that there be a publicly designated person within the SFUSD whose primary responsibility will be contact between the School District and industry (business, labor, and the professional).

IMMEDIATE ACTION (CONTINUED)

3. We recognize that advisory committees to programs operated by the District must meet at least twice a year. Alterations in the functions of the committee could be mutually helpful to the programs operated by the District and to industry.

4. We recommend that there be increased communication between schools including the sharing of relevant information among counselors, work experienced staff, and occupational programs.

The SFUSD should continue to circulate detailed information to counselors, classroom teachers, and work experience counselors on employment projections and procedures for all graduating seniors.

5. We recommend that there be expanded communication between programs at the school site and at Central Office and that Central Office occupational preparation staff have a direct line relationship with its field staff.

6. We recommend that the use of the resources of the office of the Regional Coordinator, Vocational Education, State Department of Education and that of other school districts be continued especially for successful programs which could be replicated locally, for job preparation materials, and for curriculum materials.

SHORT-TERM ACTION

1. We recommend on-going evaluation of Occupational Preparation programs be continued, including surveys of students and their employers, and the feeding back of this information into the appropriate departments of the SFUSD.

2. We recommend that specialized programs and facilities which are in some schools be made available to all students in the District. There should be a study made to determine the feasibility of providing transportation to facilitate the movement of students from one occupational program to another so that as many students as possible might benefit from programs existing in various schools.

3. We recommend the SFUSD for applying for funds under the Regional Occupational Program and recommend that such money be used, among other things, for magnet facilities, transportation , and facitilities open beyond the regular school day.

4. We recommend the Board of Education for adopting the concept of career education from kindergarten through grade twelve and recommend that an indepth orientation to careers prior to senior high schools be provided to enable youth to avail themselves of post high school opportunities.

LONG-TERM ACTION

1. We recommend that the SFUSD work towards the goal of having every student including those who are college-bound, acquire a marketable skill before leaving school. The acquired skill should not be looked upon as a terminal one, but rather as a step on an occupational or professional ladder.

2. We recommend the expansion of the offerings of the John O'Connell School of Technology by providing additional sites and facilities.

In support of the above report, the Human Rights Commission pledges its cooperation in strengthening occupational preparation in the SFUSD and offers its services to facilitate and accelerate the realization of the goals proposed.

Adopted by HRC 10/4/73

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103
558-4901

# Resolution on Office of Services for Children and Youth

Adopted by HRC 10/4/73 - Resolution No. 10-73

WHEREAS, Deep and continued concern has been expressed by responsible community representatives, public and voluntary agencies, and clients regarding the need in San Francisco for coordinating and planning effective services for children and youth;

WHEREAS, Over the past twenty years numerous and costly studies have been made regarding the problems of children and youth in San Francisco, setting forth recommendations to strengthen, augment and develop services to prevent and help solve these problems, but lack of a designated authority having responsibility for attempting to effectuate these recommendations has impeded full implementation;

WHEREAS, It has long been recognized that efforts directed toward prevention of problems rather than concentration solely on their alleviation after problems occur, are more effective and less costly in the long run in developing well-adjusted individuals who will become contributing adult members of the community;

WHEREAS, youth wish to and should be able to participate in the making of decisions which effect them directly;

WHEREAS, Since it is apparent that under present circumstances and conditions of organization, the agencies responsible for the welfare of children and youth in this community have no planning, coordinating, or decision-making authority, there is need for the creation of an official body with the responsibility and authority to review and evaluate current services and recommend implementation with stated priorities of a sound, coordinated and unduplicated plan of services for children and youth which is designed to meet their needs and to provide solutions to the various community problems related to children and youth; and

WHEREAS, There is no organized body in the City and County of San Francisco to be an advocate for children and as a youth voice and, therefore, this is a group without voice and representation; now, therefore, be it

RESOLVED, that cognizant of the pressing and growing need for coordination and planning in the field of services for children and youth, the Board of Supervisors of the City and County of San Francisco does hereby petition and respectively urge his Honor, Mayor Joseph L. Alioto, to create an Office of Services for Children and Youth in the Mayor's Office, which shall include a Council on Services for Children and Youth and required staff, and having the following composition, purposes, and responsibilities.

I. Council on Services for Children and Youth:

A. The Council shall have twenty-four members who shall be appointed by the Mayor and shall consist of six representatives from public departments, two members of the Board of Supervisors, four representatives of private agencies and organizations, and twelve community representatives of which eight are to be youth.

B. The six representatives of public departments shall be drawn from the following persons or their delegated representatives: General Manager, Department of Social Services; Director of Public Health; Chief Juvenile Probation Officer; Chief of Police; Superintendent of Schools; General Manager, Recreation and Park Department; and Director, Human Rights Commission; and Delinquency Prevention Commission.

C. Two representatives of the Board of Supervisors shall be selected.

D. The four representatives of private agencies and organizations shall be selected from the following fields of service: non public schools, youth serving organizations, family and children's services, neighborhood groups foster care and group work services, day care services, group and institutional care services, services for handicapped children, professional organizations related to children's services, and private funding organizations.

E. The twelve community representatives shall be citizens involved in the field of children and youth, including at least four persons between the ages of 14 and 18 years. Four persons shall be between the ages of 18 and 21 years.

F. The representatives from the private agencies fields and from the community shall be selected so as to provide representation of ethnic groups and neighborhoods in San Francisco.

G. The members of the Council, other than the ex-officio members, shall serve for two terms in staggered terms so that no more than half of the members are newly appointed at any one time. Members shall be subject to replacement upon unexcused absence from three consecutive meetings.

H. The Chairman of the Council on Services for Children and Youth shall be elected from among the members of the Council.

I. All meetings of the Council shall be open to the public, except as provided in Section 54957 of the Government Code of the State of California.

II. Executive Director and Staff:

A. An Executive Director of the Council of Services for Children and Youth shall be appointed by the Mayor, with the concurrence of the Council, and shall serve at the pleasure of the Mayor and Council.

B. The Executive Director shall act as chief staff officer and shall select such additional staff as he deems appropriate, all subject to the budget and fiscal provisions of the Charter.

III. Purposes and Responsibilities:

A. The purposes and responsibilities of the Office of Services for Children and Youth shall be to:

1. Identify duplications and gaps in services;
2. Coordinate the existing services performed under Charter provisions; supervise, recommending changes as appropriate, by services not covered by Charter provisions;
3. Gather, consolidate and evaluate information relating to Children and youth;
4. Recommend priorities for funding by the SF Board of Supervisors and by appropriate public and private agencies;
5. Plan for the development of a full spectrum of services for infants, children and youth, including preventive services, and recommend courses of action to be taken by the Mayor and Board of Supervisors and various agencies in the community and take leadership in seeing that the recommended changes are accomplished.
6. Apply for, receive and disburse public and private funds;
7. Evaluate current programs of child welfare and of youth services in public and private agencies.

B. In carrying out its purposes and responsibilities, the Council on Services for Children and Youth shall operate, through task forces, appointed by the Council to deal with specific concerns such as summer jobs, due process for youth, employment for in-school youth, and city wide youth activities. In general, each task force shall be chaired by a member of the Council; its membership should consist of members of the Council and others, including youth, who are broadly representative of the specific concern. On those task forces dealing specifically with youth concerns, there will be a balanced representation of youth. Task forces shall function in an advisory capacity. Issues must first be studied by the appropriate task force prior to consideration by the full Council. The task forces will have the necessary staff and clerical support.

C. All City and County agencies and officials shall furnish to the Office of Services for Children and Youth all information necessary to carry out the purposes and responsibilities of the Office and the Council, provided, however, that no agency will be required to furnish information that is defined as privileged under Public law; and be it

FURTHER RESOLVED, That his Honor, the Mayor, is hereby requested to submit to this Board of Supervisors as soon as possible a request for the appropriation of funds required to provide the necessary staff and to meet the cost of the operating expenses necessary to carry out the purposes of this resolution.

11/8/73

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of November 8, 1973

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* * * * * * * * * * * * * * * * * * * * *
* NEXT MEETING: November 29, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * * * *

NOTE: See under Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Louis Heilbron, Acting Chairperson (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles, Leonard Kingsley, Louis S. Simon, Edward Sandoval, Harvey Wong

Excused: The Very Rev. C. Julian Bartlett, Earl Livermore, Curtis Mc Clain, Rev. Victor L. Medearis, and Earl Rabb

In the absence of Chairperson Rev. C. Julian Bartlett and Vice-Chairperson Rev. Victor L. Medearis, the Commissioners present elected Commissioner Louis Heilbron to preside.

Staff

Present: William Becker, Director, Johnny Brown, Jack Casford, Jimmy Louie, Marilyn Morris, Wayne Redus, Gail Roberts

Mr. Jesse Martinez, who has just joined the HRC staff as an Affirmative Action Officer, was introduced.

Pledge of Allegiance

Minutes of October 25, 1973 approved.

COMMUNICATIONS

- From U. S. Representative William S. Mailliard, informing that he supported H. R. 9682 (Home Rule for Washington, D.C.), which passed the House of Representatives October 10. The HRC had endorsed this bill.

- From Philip P. Engler, Acting Clerk of the Board of Supervisors a memorandum to all department heads in the City government, asking how each can reduce gas and electrical consumption by ten per cent, including the use of gasoline for automobiles.

Responded to by Director William Becker stating that the HRC can continue to use public transportation rather than autos, though "... our use is not very great."

- From Leonard Fitzpatrick, Assistant Superintendent of Recreation, San Francisco Unified School District, who is a member of the HRC's Youth and Education Committee, urging HRC support of the Multicultural Education Resolution to be presented to the Board of Education for policy adoption.

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COMMITTEES

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon-Co-Chairpersons

- Recommended HRC Concurrence with Board of Education Multicultural Education Resolution: Mr. Ralph Jaffey, Coordinator of Emergency School Aid Act Multicultural Awareness component, representing Dr. William L. Cobb, Assistant Superintendent, San Francisco Unified School District Community Relations Office. Mr. Jaffey introduced Ms. Katherine Reyes, and Mr. Lewis Allen, members of the HRC's Subcommittee on Multicultural Education, and Dr. Fern Kelly, the District's Director of Inservice Education.

The HRC adopted on October 4, 1973, the Youth and Education Committee report on Multicultural Education which was the basis for a proposed resolution to be presented to the Board of Education November 13, for adoption as policy. This resolution is a collaborative effort of the Community Relations Office (of the SFUSD) and the HRC's Subcommittee on Multicultural Education as requested by Ms. Charlie Mae Haynes, Chairperson of the Board of Education's Community Relations and Integration Committee.

Separate efforts within the District are directed at planning for implementation by September, 1974, of California State Education Code, Article 3.3 stipulating that "each California public school in which 25 per cent or more of the students are of diverse ethnic backgrounds shall provide an inservice program designed to effectively relate to the history, culture and current problems of these students, and their environment." Preparatory to secondary school desegregation, it has been proposed that inservice information be disseminated in two stages. First, to school staff concerning the history, culture, and educational problems of the major minority groups; secondly, concerning the means of working with students in an integrated situation.

The Multicultural Awareness component of the Emergency School Aid Act grant is directed at understanding the nature of problems of cultural and growth, and development of students to better facilitate the transmission and integration of information, knowledge and understanding to culturally and ethnically different children will result in increased opportunities and options for the students to achieve social and psychological survival. The Bilingual Education Program seeks to build the self-concept and self esteem of the pupils enrolled, and the qualities associated with performance. In addition, special programs such as ESEA Title III for project "Success Through Bilingual/Bicultural Education" incorporate aspects of multicultural awareness. Despite these many worthwhile programs, no coordinated approach exists.

Mr. Jaffey reported that there was widespread support from all levels of the School District personnel, from the Board of Education's Subcommittees, and from the parents and others on the local school levels.

At the present time, the District is conducting a multicultural awareness program for 98 persons once a week for 16 weeks at A. P. Giannini Junior High School. Participants in four sections include principals, teachers, counselors, secretaries, and parent-liaison workers. This beginning program is a prototype for the major program the District hopes to inaugurate next year.

Mr. Jaffey asked for the HRC's support of the proposed resolution to the Board on Multicultural Education.

Dr. Fern Kelly responded in some detail to questions from Commissioners Sandoval and Simon about work in inservice training and planning.

The resolves of the proposed resolution in full:

RESOLVED: It shall be the policy of the Board of Education to provide comprehensive multicultural education through coordination of existing services and involvement of administrative and onsite staffs. This multicultural inservice education will stress the importance of understanding and appreciating the unique characteristics and contributions of diverse ethnic groups including Black, Chinese, Filipino, Japanese, Latino, Native American, and Samoan within the context of the recognition of a pluralistic society.

FURTHER BE IT RESOLVED: That in the implementation of the policy on multicultural education, the Superintendent is directed to set forth guidelines including a precise timetable and to designate overall coordination means including the requesting of necessary funding. Bimonthly reports to the Board are to be made on the implementation of this resolution.

BE IT FURTHER RESOLVED: That a pilot program be initiated for the second semester 1973-74 at both elementary and secondary level under the direction of the Associate Superintendent of Operations and Instructions or his designee. This program will utilize District resources in new configurations, drawing together existing services and materials from community relations, inservice education, bilingual education, and instructional support services. It is recommended that the pilot program will focus on the diverse ethnic groups represented in the San Francisco Unified School District. The purpose of these programs will be to enable children from diverse cultures to participate fully in, and profit personally from, the educational programs of the SFUSD.

It was

****m/s/c that the Human Rights Commission support and urge passage by the Board of Education of the Multicultural Education Resolution.

- Acting Chairperson Louis Heilbron requested that the HRC be provided with copies of bimonthly progress reports of the Multicultural Awareness Education Program.

- <u>Proposed Office of Services for Children and Youth, New Directions:</u> Johnny Brown, Director of the City-Wide Youth Council.

Mr. Brown reviewed the October 30 joint meeting of the Board of Supervisors' Health and Social Services and Finance Committees on this topic. At that meeting, the Supervisors agreed to postpone creating any new City agency to unite all child care and youth programs. Plans for programs have been offered by the City's Social Services Commission, the City-Wide Youth Council and HRC, Supervisor Feinstein, and the Juvenile Delinquency Prevention Commission.

Supervisor Feinstein proposed establishing an ad hoc committee consisting of representatives of the Mayor's Office, the Board of Supervisors, the Social Services Commission, the Youth Council, (youth from eleven City districts) and the Juvenile Delinquency Prevention Commission. Eugene Block was named to convene this ad hoc committee.

The Youth Council is holding in abeyance, however, its plans for a city-wide convention of youth. There is general support for the concept of there being separate bodies for children and for youth.

Mr. Brown expressed quiet optimism about the spirit of change that is present in many commissions and agencies regarding programs for children and youth and paid tribute to the cooperation worked out despite sometimes-divergent points of view.

Commissioner Simon paid tribute to the hard work and ingenuity of Mr. Brown in the work and goals of the City-Wide Youth Council.

Commissioner Fine commented that the community is only on the "leading edge of an area of our social life that has been neglected for a long time-services to children as victims of our judicial due process since they have no voice..."

- HRC City-Wide Youth Council Venereal Disease Control Project Second Year Operation: Marilyn Morris and Jimmy Louie.

Ms. Morris and Mr. Louie of the City-Wide Youth Council are Health Aide Supervisors for this project, originally funded in 1972 under a U.S. Department of Health, Education, and Welfare grant through the U.S. Public Health Service to the City's Department of Public Health. These two college students work with 20 high school student Health Aides working 10 hours per week to carry out this program. Workers and Health Aides use personal contact and peer-group pressure (on a person-to-person basis) plus printed information and other educational materials to urge prevention and examination, and if necessary treatment for all sexually-active adolescents.

The second year of operation of this project began in September of 1973. Most of the Health Aides working last year graduated in June, so that much time this Fall was spent in screening and recruiting qualified replacements. Those hired began training October 1 under the direction of Ms. Julie Roseman, Health Educator at the City Clinic. As of November 5, sixteen of the twenty job slots have been filed. Seven are male, nine female, the ethnic makeup is: Black; 12; Spanish, 2: and White, 2.. A majority of the sixteen have finished their 10 hours of training. They are required to keep weekly logs and attend weekly meetings with their supervisor to discuss and exchange ideas of their work experiences.

The supervisors will now be visiting with the Health Aides in their respective high schools to become better acquainted with the administration people. The project also plans to make wider use of the media in the educational and informative aspect of its work.

***** Commissioner Simon asked Ms. Morris to contact him after this meeting to discuss media cooperation with the project.

In response to an inquiry from Commissioner Kingsley, Ms. Morris said acceptance by students has been growing; that the confidentiality aspect of VD examination and treatment was a vital factor of the project; but that some individual schools do show some administrative resistance to sex education and venereal disease control projects.

Continuing efforts are being made, said Ms. Morris, to recruit Health Aides from other ethnic groups.

- Crisis Intervention Project, Outcome of Meeting with Youth and Education Committee: Commissioner Giles

The Committee met recently to hear a discussion of this project by Mr. Armond V. Pelissetti, Probation Officer, Juvenile Court, and by Mr. Robert Figone, Supervisor and Student Placement SFUSD.

This project, also titled Probation Department, School District, and Police Replacement Coordination Project. this project is an effort to prevent delinquent actions both in school and out of school in the neighborhood of the school. There has been some dissention in the community regarding the absence of citizen participation in writing the project, the role of counseling versus the courts in the projects, and other factors. Commissioner Giles said that the November 7, Board of Education Curriculum Committee's meeting tabled the proposal for a Crisis Intervention Project which was to have been presented to the Board of Education November 12.

- Reading As a Priority: Commissioner Giles

As a followup to the presentation at the HRC October 25, by Roy Minkler, Director of Reading, SF School District, a Youth and Education subcommittee has considered subsequent news of the District's results on standardized tests. The HRC will be appraised of recommendations for improvement of reading.

SOCIAL PROGRAMS
Commissioner Harvey Wong, Chairperson

- Recommended Endorsement of H.R. 9895

Commissioners were sent information about this bill in advance of this meeting and provided with copies of the bill itself for consideration. The bill, introduced by U. S. Representative Patsy T. Mink, Democrat of Hawaii, has the official title of New Americans Education and Employment Assistance Act, and it seeks to provide Federal programs of educational, employment, and other assistance to areas (called "gateway cities") with heavy concentrations of foreign-born persons.

Consideration of this measure, which in the Committee's opinion could have significant benefit to San Francisco with its large immigrant population and resulting social needs, took into account the past work of the HRC in trying to get the Federal government to monies in the manner of its Cuban assistance program dating from 1961. It was pointed out that the Federal government has spent some $800,000,000.00 since 1961 to assist Cuban refugees from the Castro regime, chiefly in Florida. In just over a decade, the Cuban community has achieved significant economic and even political power in that area.

It was

*****m/s/c that the HRC endorse H. R. 9895 (now pending before the House Committee on Education and Labor.)

It was stressed that it is important that all community groups be informed of the ultimate benefit that could come to this City area through the setting of such assistance programs as the Mink bill proposes. **** Commissioner Fine asked that the endorsement of H.R. 9895 be sent to the Mayor and Board of Supervisors expressing the hope that it become City policy as well.

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Acting Chairperson Heilbron announced formally that in the matter of the Raphael Company, on October 11, a resolution was passed by the HRC requiring the company to execute and deliver an affirmative action agreement in the form submitted by the company's counsel on that day. If delivery were made by noon October 12, a hearing set for October 25th would be automatically cancelled. Delivery was made before noon October 12 and the October 25 meeting was cancelled.

****It was formally noted that this action took place.

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DIRECTOR'S REMARKS

- Propositions G and M, dealing, respectively, with establishing low-cost home loans to San Franciscans for rehabilitating their property, and with setting an official City policy of providing child care assistance, both endorsed by the HRC, passed at the election November 6.

- Director William Becker and Gail Roberts have been meeting with the School District and the teachers' union regarding making it more mandatory for teachers to be exposed to multicultural programs. The long-standing problem has been that oftentimes the people who need this kind of exposure most do not sign up for it. and that those who often are the most sensitive to these areas tend to do so.

The issue now, said Director William Becker, is to negotiate the details of mandatory multicultural training, given the union's stand that it basically approves it. It now needs to be put on the agenda of the negotiation council.

- Supervisor Kopp's proposed resolution urging that the City's Retirement Fund withdraw investments from corporations involved in South Africa where racial apartheid is public policy, will have a second hearing before the Governmental Services Committee of the Board of Supervisors on Tuesday, November 13.

The HRC has endorsed this proposed resolution, Director William Becker and Commissioner Bernadette Giles testified earlier in support of it, and the HRC has notified interested community groups of the new date.

- As a member of the Mayor's Manpower Planning Council, Director William Becker has learned that as of next January 31, the Mayor will be prime contractor to receive the Federal manpower funds and the manpower council will recommend their use.

The U.S. Department of Labor will no longer contract out directly to most of the agencies now recipients.

At this time there is no real mechanism for evaluating the effectiveness of programs. Comparable data has not been required by the Department of Labor. In many of the different programs it funded.

NEW BUSINESS:

- Commissioner Wong asked that there be a status report on the Christmas Jobs Program at the next HRC regular meeting.

- Commissioner Kingsley asked that the HRC formally send its expression of deep shock and loss on the tragic death of Dr. Marcus Foster, Superintendent of Schools of Oakland. The communication will be addressed to the Mayor of Oakland, its City Council, and the family of Dr. Foster.

- Commissioner Wong asked that the HRC express its regret and wishes for a speedy recovery to Chairperson Bartlett, who sustained an injury recently.

NO REMARKS FROM AUDIENCE

Calendar Matters

The next regular meeting of the HRC will be November 29, at 9:30 a.m. on the Third Floor of the Main Library in the Civic Center.

- Standing Committees:

| | |
|---|---|
| Employment | Thursday, November 15, 9:30 a.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| Housing and Urban Development | Tuesday, November 13, Noon<br>HRC Offices, Room 509<br>1095 Market Street |
| Social Programs | Tuesday, November 20, 10:30 a.m.<br>HRC Offices, Room 509<br>1095 Market Street |
| Youth and Education | Wednesday, November 14, 3:30 p.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street<br><br>Wednesday, November 28, 3:30 p.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |

more

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|---|---|
| Native American Advisory | Wednesday, November 14th, 3:00 p.m.<br>HRC Offices, Room 509<br>1095 Market Street |
| Police Liaison | Monday, November 12th, 4:30 p.m.<br>HRC Offices, Room 509<br>1095 Market Street |

ADJOURNMENT

The meeting adjourned in memory of Dr. Marcus Foster.

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:apj
11-16-73

10/25/73

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of October 25, 1973

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* NEXT MEETING: November 8, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 a.m. *
* * * * * * * * * * * * * * * * * * * * *

NOTE: See under Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Leonard Kingsley, Earl Livermore, Curtis McClain, Rev. Victor L. Medearis, Edward Sandoval, Harvey Wong

Excused: Joseph Garcia, Louis Heilbron, Earl Raab, Louis Simon

Staff

Present: William Becker, Director, Daniel Amerson, Frank Anderson, Jack Casford, Shone Martinez, Ms. Lily Lee, Wayne Redus, Ms. Gail Roberts, Ms. Edith Witt, Ms. Dorothy Yee

Pledge of Allegiance

Minutes of October 4, 1973 approved.

COMMUNICATIONS

- A copy of the Nondiscrimination Ordinance, Section 12B amended, San Francisco Administrative Code, increasing deduction from amount payable by contractors for violation of nondiscrimination provisions of City and County contracts. This amount has been raised to "...a penalty of fifty dollars for each person for each calendar day during which such person was discriminated against..." This amendment, said Director Becker, was introduced at the HRC's request by Supervisor George Chinn, whose original twenty-five-dollar figure was raised on motion of Supervisor Kopp to the fifty-dollar figure.

- From Supervisor Feinstein, thanks for sending her the second edition of the HRC's Afiirmative Action Newsletter.

- From Ms. Lucille Abrahamson, Vice-President, Board of Education, acknowledging the HRC's bilingual education report of September, 1973, and pledging her continuing support for its suggestions.

- From State Senator Milton Marks, citing his legislative moves to continue child care at the current levels in the State.

- From Miss Mary Lee Schuster, Assistant to the Director, Social Services Liaison, State Department of Social Welfare, acknowledging HRC's recommendations on child care services, noting some changes in feared proposed Federal regulations (use of private funds as matching funds, for example), and welcoming HRC recommendations on licensing of day care facilities. Referred to Social Programs Committee.

- From Caspar W. Weingerger, U.S. Secretary of Health, Education, and Welfare, responding to Director Becker's letter of September 26 concerning proposal review procedures under Public Law 92-318, Title IV, Indian Education Act. Mr. Becker had written noting that a lead time for proposal submission by

the San Francisco Unified School District had been so short, and the deadline not definitively explained, that a S.F. application for HEW funds for urban Indians had been unsuccessful. Mr. Weinberger said that the School District will be informed on proposal application procedures for Fiscal Year 1974 "as soon as possible".

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- Special Order: Presentation: Ms. Evelyn Whitlow, Chief, State Division of Industrial Welfare: A Report on Garment Shop Wage And Hour Enforcement Activities.

Ms. Whitlow began her tenure as Chief of the Division of Industrial Welfare April 1. Director Becker prefaced her remarks by noting the HRC's historic involvement in Chinatown's garment industry, through its original concern in bringing to official and public attention the plight of the women employed in Chinatown garment shops who were not receiving legally-required worker protections and who, partially as a result of this involvement, received back wages in some cases, and medical and hospitalization insurance in the shops not already covered by union contracts. Ms. Whitlow was asked to provide a status report on the work of her office in implementing industrial welfare regulations.

Ms. Whitlow said this work began with a recent one-week survey in the Los Angeles area, since the apparel industry is statewide.

The apparel industry has by far the lowest weekly earnings, as reported, of any industry in the manufacturing field. The survey found that there were considerable violations of the Division's orders; there was a lot of home piecework; record-keeping was not proper. Most of the Los Angeles-area workers in this industry were Spanish Origin women, with a few Chinese. In Northern California, the Division's survey areas were San Francisco's South of Market and Chinatown, plus Oakland-Berkeley. Interpreters accompanied Division investigators. Innumerable violations were found, Ms. Whitlow said. Record-keeping violations were the most frequent.

Ms. Whitlow made frequent references to the language barrier in educating, in informing, and in implementing Division Orders. In San Francisco this would be largely the inability of Division staff to speak Chinese, and to explain such complications as converting work records to hourly rates -- determining if the minimum $1.65 rate is being paid. Some of the failures to keep these records, aside from deliberate evasions, Ms. Whitlow said, are because of ignorance of the law. She stated that she is meeting, at their invitation, with Chinese contractors (both union and nonunion shops) in Chinatown October 26 for the purpose of explaining to them what record-keeping is required and how it must be done.

Ms. Whitlow emphasized that her purpose is to improve wage and hour conditions, to assure that minimum wages are paid, and to serve the people of California, and not to levy fines and seek other redress against employers. Thus the Division must insist on proper record-keeping.

Other violations such as overcrowding, lack of sanitation, inadequate lighting, etc. have been found, but there has been little or no resistance in these areas and the conditions are being or will be changed.

The Division has prepared bilingual (Chinese/English) cards informing employees of their rights, and the stress is on further communication.

The Division is also working with the manufacturers, Ms. Whitlow said. The real problem goes back to them, she emphasized, because in reality, they, the manufacturers, set the rates. The subcontractors must meet these rates and also make a profit for themselves. If rates are set so that minimum wage levels cannot be met while at the same time providing a profit for the middleman, then the problem is created.

Speaking of manufacturers, Ms. Whitlow said, "They have made a lot of promises. I haven't yet seen too much that I can regard as concrete progress, but avenues have been opened for communication there."

Commissioner Wong asked a number of specific questions regarding Division staff follow-through, need for bilingual staff, location of the Division

office, cooperation of the manufacturers, and followup by the HRC staff.

- Commissioner Fine noted that he welcomed the presence of a person of Ms. Whitlow's obvious convictions and caliber in the post of Chief of the Industrial Welfare Division, recalling that formerly State people in this field seemed unable to provide needed information.

COMMITTEES

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Department Store Report - Retailers Community Relations Group -- Frank Anderson.

The San Francisco retailing industry has over the years been of particular concern to the HRC. The many entry-level jobs in retailing provide an excellent opportunity and introduction for minorities, who are minimum and/or non-experienced workers, to the world of work and business.

The HRC relationship with the major downtown department stores has been via the 20 member-stores of the San Francisco Retailers Community Relations Group but has not had the benefit of our contract compliance enforcement authority since they are not City contractors. The Group provides ethnic statistics quarterly to the HRC and participates in a limited Christmas Job Program for out-of-school youth each year. Over the past two years, the HRC staff has tried unsuccessfully to accelerate expansion of the employment activities with new programs, including a specific request for employment information in a more meaningful form: by store and including the outlying stores. Lack of information and a specific year-round program has hampered the HRC's ability to deal effectively with the needs of the ethnic communities in regards to retailing employment. (Although minority participation has doubled since 1963, the industry is far from the minority population parity of approximately 45% in San Francisco. It will take years for this industry to come near parity, unless an aggressive Affirmative Action Program is undertaken.

As a first step towards this objective, this will be the last time this data will be reported in the current form to the HRC. Future reports will be requested directly from individual stores on forms provided by the HRC. The HRC will also request specific data on Affirmative Action employment activities of individual stores. After the analysis of requested data has been made, a meeting will be requested with leaders of the retailing industry to develop a specific Affirmative Action employment program.

Ethnic Survey of Employment Taken as of July 27, 1973

Total Minority Employment 26.95% (26.01% 1972 2nd Quarter)

| JOB GROUP | TOTAL ALL EMPLOYEES | BLACK | SPANISH SURNAME | AMERICAN INDIAN | ORIENTAL | ALL OTHERS |
|---|---|---|---|---|---|---|
| SELLING | 2,672 | 206 | 125 | 7 | 240 | 2,094 |
| OFFICE & CLERICAL | 1,882 | 178 | 100 | 8 | 414 | 1,182 |
| MERCHANDISE HANDLING | 1,130 | 155 | 152 | 20 | 148 | 655 |
| MISCELLANEOUS NON-SELLING | 1,203 | 108 | 131 | 3 | 136 | 825 |
| SUPERVISION | 1,736 | 55 | 52 | 2 | 85 | 1,542 |
| TOTAL | 8,623 | 702 | 560 | 40 | 1,203 | 6,298 |

Mr. Anderson reported that the above chart is the first time the Group has separately reported on Orientals and American Indians. Mr. Lloyd Pflueger revealed on July 30 to Mr. Anderson in a letter that it appears that many of the reporting stores in the past were including Oriental employees under the category of Spanish Origin, thus all reports prior to the July 27 one were inaccurate as regards those categories.

The HRC formally requested the Community Relations Group on May 17 to:

1. Provide a revised format of reporting workforces, i.e. White, Black, Spanish Origin, Oriental (Chinese and Japanese), Filipino, American Indian, Other Nonwhite, and Male-Female.

2. Report to the HRC each individual member-store's affirmative action employment program activities, in order to evaluate objectively the level of progress being made. (An Affirmative Action Questionnaire of fourteen questions was attached.)

3. Meet with the HRC to discuss the future status and scope of the Christmas Jobs Program.

The response letter of June 14 from Mr. Pflueger stated:

1. The Group will report quarterly on only the following categories: Black, Spanish Surname, American Indian, Oriental (to include Chinese, Japanese, Filipino, Korean, etc.), and All Others, which would include White. "We will not be able to give you the total number of men and women."

2. Mr. Pflueger noted that the first Group report in April of 1964 showed Nonwhite employment at 13.5% in the member stores, and that is now over 26%. "We continually review the program with our member stores and those who are not doing their fair share are admonished by us to do better. Even those in the upper brackets are continually reminded that our goal... shall equal the racial breakdown in the city."

"Regarding the balance of the information you ask for in your Affirmative Action Questionnaire (re. recruitment and hiring programs, job titles and qualifications, if minorities are in management positions, existence of management supervisory apprenticeship training programs, procedures of processing applicants, sources for job referrals, etc.), we do not have that information, and we are not going to ask our member stores to supply it to us. You know that they are all doing far beyond what they are legally required to so and area aware of their responsibility to society."

3. A willingness to discuss the Christmas Jobs Program. This represents, said Mr. Anderson, a rejection of the major requests by the HRC, i.e. the response to the affirmative action questionnaire on an individual store basis. He said that the HRC is not asking for any more than the HRC asks of other employers such as banks, and that some of this information is provided to the Federal government in Equal Employment Opportunity Commission forms. This observation was supported by Commissioner Sandoval.

Mr. Anderson stated that HRC staff will now devise an individual store reporting form requesting the information despite Mr. Pflueger's rejection of this step. Chairperson Bartlett commented that the HRC thus takes the position that if the Federal government requires some or all of this information, then it should be supplied the HRC as well.

*****See under REMARKS FROM THE AUDIENCE further action on this issue and the statement of Joe Breiteneicher of the Employment Law Center.

- Christmas Jobs Program

This program has been reviewed and revamped. The program will be directed at persons described as "socio-economic disadvantaged" instead of solely "high school dropouts". Interviewing will begin shortly, and applicants

will be recruited and referred by the HRC Recruiters Unit. The Christmas Jobs Program is a special one developed in 1963 to give employment assistance to minority youth during the Christmas season. To date this year the HRC has received a commitment of sixty jobs for this program (Macy's the Emporium, I. Magnin & Co.).

Commissioner Fine noted that it was hoped to expand this program into a career development project.

It was pointed out that the major retailers usually fill approximately 2,000 holiday-time jobs, and that 60 slots do not represent a significant proportion.

Chairperson Bartlett also asked that Commissioners consider how the HRC could widen its contact among the stores beyond just those in the Community Relations Group for this and affirmative action in general.

It was

*****m/s/c That the HRC approve staff go-ahead on its recommendations.

- Assembly Bill 86

This bill, now law, was previously endorsed by the HRC. It calls for a State policy requiring state and local agencies to employ bilingual persons in public contact positions or as interpreters. Employment Coordinator Wayne Redus discussed this bill in detail. It has been signed into law as Chapter 1182 of the Government Code.

- Civil Service Residence Ordinance - Frank Anderson

In a continuing effort to impress on the Civil Service Commission and the Board of Supervisors the importance of hiring and recruiting local residents for City jobs, the HRC has been in contact with several Supervisors. Director Becker formally wrote the Supervisors requesting that police recruitment be changed from the eleven Western States to the Bay Area, with preference for San Francisco residents.

The outcome has been the passage by the Board of Supervisors of an amendment to Ordinance 16-98 of the City Administrative Code relating to residence requirements for City jobs. The amendment specifies, for Police and Fire Department positions, residence in the City and County of San Francisco, or one of the seven Bay Area counties (Marin, Napa, Solano, Contra Costa, Alameda, Santa Clara, or San Mateo), with first preference in San Francisco.

For other classifications (other than police and firemen) the ordinance continues to require preference for San Franciscans if enough San Francisco applicants are available.

HOUSING AND URBAN DEVELOPMENT
Louis H. Heilbron, Chairperson

- Recommendation to Support Fair Housing Planning Committee's Plan for Implementation - Leonard Kingsley

Mr. Heilbron was out of the City. The Fair Housing Planning Committee has issued a Checklist of Recommendations Officially Adopted for the racial, ethnic and economic integration of San Francisco's neighborhoods. Their Plan for Implementation of the Board of Supervisor's action on their forthcoming report is in three parts:

1. The full Board of Supervisors should receive the written Report of the FHPC in a hearing of the whole Board, where the Report will be officially presented and FHPC members will present the Sixteen Recommendations.

2. The Planning and Development Committee of the Board of Supervisors should be re-named "The Housing, Planning and Development

Committee", to focus attention on the critical housing situations, and henceforth all housing matters should be referred to this Committee.

3. The Housing, Planning and Development Committee of the Board of Supervisors should schedule and hold a series of hearings on each of the Sixteen Recommendations of FHPC, until all the Recommendations are heard and action is taken on each of them.

It was

*****m/s/c That the HRC endorse the Plan for Implementation of the Fair Housing Planning Committee's Report. It was pointed out that this is a plan for getting these recommendations received, and scheduled for hearing and action on them. The Housing and Urban Development Committee will discuss the various recommendations in future Committee meetings and report to the HRC on them.

- Recommendation To Support Proposition G, Authorizing Rehabilitation Assistance Program

Supervisor Barbagelata has introduced this Charter Amendment, which would authorize the City to issue bonds to finance home improvement and rehabilitation loans to property owners in the City in designated rehabilitation assistance areas. Mr. Kingsley discussed some of the details of Proposition G.

It was

*****m/s/c That the HRC endorse Proposition G.

- Palo Alto Apartment House Managers Licensing Ordinance - Edith Witt

It was recommended that the HRC ask the City Attorney to enter an amicus curiae brief in support of the City of Palo Alto in a lawsuit being brought against it by the Tri-County Apartment Association, on the question of State pre-emption by the Rumford Act of the field of housing discrimination.

Palo Alto, at the urging of its Human Relations Commission and local fair housing group (after a survey showing considerable local discrimination in the rental of apartments) recently adopted an Apartment House Managers Licensing Ordinance. This ordinance would require record-keeping (by managers of apartment houses of two units or more) showing the availability of apartments, the names of applicants for them, waiting lists, etc. These would be public records. The status now is that this ordinance has been challenged in Superior Court. The challenge is on the claim that the State's Rumford Act pre-empts the ordinance. It was recalled that the HRC had last year attempted to help get passed State legislation that would repeal the pre-emption clause to permit local communities to enact their own stronger legislation in the field of fair housing, in order to supplement State law.

The Council for Civic Unity in San Francisco has entered an amicus curiae brief in this case.

It was

*****m/s/c That the HRC ask the City Attorney of San Francisco to enter an amicus curiae brief in this case in Palo Alto.

Commissioner Heilbron has already contacted the City Attorney and learned his office is receptive to receiving this recommendation.

YOUTH AND EDUCATION
Sister Mary Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Reading: Plan and Program -- Roy Minkler, Director of Reading, San Francisco Unified School District

Mr. Minkler introduced two colleagues, Dr. James Duggins, Professor in Residence from San Francisco State University, and Ms. Fannie Preston.

Mr. Minkler briefly described the program, based on the work of the Districtwide Planning and Advisory Committee, meeting with members of the Zone Council, parents, and others with the goal of providing an effective reading program for every child in every school in the District. Materials describing this work and details of the program were provided the Commissioners.

The primary factor in this program, said Mr. Minkler, is the realistic use of the research nationwide and locally, and that the critical agent is the teacher in the classroom. The Board of Education provided funding for the 1973-7974 school year. The "heart" of the program is the Site Reading Plan. On-site programs are being developed in more than forty-three of the District's schools, including primary, intermediate grade, junior and one senior high school.

Mr. Minkler said a progress report would be provided the HRC at a later date.

- San Francisco Unified School District Affirmative Action Committee Status - Commissioner Giles

Commissioners were mailed copies of the District's memorandum of results in its new employment of minorities on certificated personnel and administrator rolls for the 1972-1973 school year. The figures were:

39.7% of certificated personnel newly assigned, including long-term substitutes, were minorities;

49.2% of probationary certificated personnel hired were minorities;

21.8% of administrative personnel newly-appointed were minorities.

This indicates, said Commissioner Giles, that the District is implementing to some extent, its policy statement of September, 1972 to hire minority group people and defining its nondiscrimination hiring policy.

- It was announced that Dr. Frederick Kennedy, Assistant Superintendent, Personnel Services, has joined the Youth and Education Committee as a representative of the School District.

POLICE LIAISON
Rev. Victor Medearis, Chairperson

- The Committee at its October 15 meeting discussed the role of women in law enforcement. Ms. Beverly Stephens of the San Francisco Chronicle discussed her research in this area and some of the conclusions put out by the Police Foundation. It was agreed ty the Committee that if women qualify by meeting the same requirements and passing the same examinations as men, they should be given the same opportunities for training, assignments, and promotion as men.

Following a reading in full of Recommendations of the Police Liaison Committee on Equal Employment Opportunities for Women in the San Francisco Police Department,

It was

*****m/s/c That the HRC adopt the Recommendations.

The Recommendations are:

1. We urge that the San Francisco Civil Service Commission actively recruit women, especially minority women, for the position of Q-2 Police officer.

2. We urge that the San Francisco Civil Service Commission establish the same requirements for men and for women and that these requirements are validated to be job-related.

3. We urge that the San Francisco Civil Service Commission administer the same written, oral, and physical examinations to both men and women.

4. We urge that the San Francisco Civil Service Commission establish one eligibility list for Q-2 Police Officer instead of one for Q-2 Policeman and one for Q-20 Policewoman.

5. We urge that all police officers, male and female, be given the same training at the Police Academy.

6. We urge that all police officers, male and female, who pass the testing and training, be given the same assignments.

7. We urge that all police officers, male and female, be given equal promotive opportunities.

- Report on Own Recognizance Bail Project,-Kenneth Babb, Direct

Mr. Babb recalled that in previous appearances before the HRC, he has had to say that the funding for the project is inadequate. He continues to need the support of the HRC for increased funding, although the City now provides financial support through the courts, federal assistance (Law Enforcement Assistance Administration) having been discontinued in February of 1973. The fiscal 1973-74 year budget for the OR Project is $126,000, reduced from a request of $133,000. Mr. Babb now has only seven investigators, where he once had fourteen. Releases on their own recognizance of persons arrested on various charges have decreased in the first approximately seven months of this year. For the similar period in 1972, 2,300 OR releases were obtained, compared with 1,635 for the same period this year. Recommendations for OR release last year totaled 4,200; this year the recommendations total 3601.

There are a number of explanations for these declines, said Mr. Babb. Judges recently have become more reluctant to grant OR releases. This release is still discretionary, and if there is any increase in certain types of crimes, this factor becomes prejudicial to the number of releases developed in court. There has also been an impact on bail reduction releases (in lieu of recommended OR releases to the judge). Last year the project developed 200 bail reductions; thus far this year the figure is 189.

Efforts have been made to urge judges to grant more releases, and explore the possibility of legislation to make OR releases somewhat more mandatory. In the Federal system, all defendants appearing before a magistrate or the Federal courts are required by law to have a mandatory Own Recognizance evaluation. This is not the case in California State courts.

Efforts are being made to increase staff, which would have an effect on the number of OR releases that could be obtained. There is still a cost-saving factor in the OR project. That is, it costs $8 to $10 daily to keep a person in custody and most are in custody three to five days.

Mr. Babb referred to current and recent moves to develop so-called diversionary programs in the local criminal justice system. He cited Supervisor Molinari's proposal for a "citation" plan for persons accused of certain types of minor offenses.

Mr. Babb is also trying to get permission from the Police Department to have members of his staff based permanently in the jail 16 to 20 hours a day. Interviews currently are only between 6:30 and 8:30 a.m. and 6 to 8 p.m. It is estimated that as many as 1,000 to 1,200 defendants are "lost" for this interview-evaluation process per month because of the short periods of time the staff has access to them.

The OR Project is cooperating at present with the Mayor's Council on Criminal Justice plans to divert youthful persons charged with misdemeanor offenses (petty theft, disturbing the peace, etc.) from the regular process through the courts and trials, through cooperation of the District Attorney's Office. This policy is followed, said Mr. Babb, in many American cities at present.

Mr. Babb was thanked for his report and assured of the HRC's continuing interest in his project.

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Special Presentation: Ms. Belva Cottier, Executive Director, Native American Health Center, on Victory with the U.S. Public Health Service Hospital in San Francisco

Ms. Cottier expressed thanks to the HRC for its consistent support of efforts of the Native American community in providing health service for its constituency. She described the dilemma Native Americans face when they leave reservations and move to urban areas. They are eligible for Public Health Service care only on reservations, which means that they are without resources in local communities. This policy still stands, despite efforts by many parties to get it changed.

The Native American Community in San Francisco has been able to surmount this serious problem -- medical care for former members of reservations now in the City -- by establishing the Native American Health Center which now, as a community based health agency, can refer its clients to the San Francisco Public Health Service Hospital for treatment.

Ms. Cottier also asked HRC attention to two other concerns of the Native American community - State Senate Bill 1212 (Moscone), and disposition of revenue-sharing monies. These were referred to the Native American Advisory Committee.'

DIRECTOR'S REMARKS

- There was a Second Reading of a proposed change of Rule 7 of the HRC Rules and Regulations regarding setting of emergency meetings by the Director, and

It was

*****m/s/c That the HRC adopt the change in Rule 7: "Temporary Meeting Place, Emergency-Rule 7: In the event that the regular meeting place of the HRC is unavailable, the Director will take the necessary action to provide for an appropriate temporary meeting place."

- Commissioner Kingsley suggested that staff attempt to advise speakers invited to HRC meetings on approximately what time they will be asked to speak and prevent as much as possible their having to wait through long meetings.

- It was reported that the Raphael Painting Company signed an agreement following the special HRC hearing of October 11, and the HRC now has the transcript of that meeting. It was

*****m/s/c That the HRC pospone until its regular meeting of November 8 formal acceptance of this transcript and adjournment of the hearing.

REMARKS FROM THE AUDIENCE

- Mr. Joe Breiteneicher, a staff member of the Employment Law Center.

Mr. Breiteneicher addressed himself to the report of the Retailers' Community Relations Group and the broad issue of affirmative action in the retailing industry in San Francisco.

Retailing is a major business, and a major employer in the City, he said. The Center's interest has been in offering to the retailers help in putting together a stronger affirmative action program.

He said he had met with Mr. Lloyd Pflueger on his concerns, Mr. Pflueger said he would have to contact stores individually, which was done, but they referred him back to Mr. Pflueger. He claimed that the supervisory workforce report cited by Mr. Anderson from the Community Relations Group shows 11% minorities, which represents, said Mr. Breiteneicher, "no growth" since last year.

A visual survey was done by Mr. Breiteneicher and 12 law students at most of some twenty stores at Union Square with about 800 sales people. Ninety percent of the sales forces were white, about six percent black, and the rest either Spanish or Asian. It was noted that all of the high-commission, high-paying jobs (major appliances, oriental rugs, etc.) were held by white males.

Mr. Breiteneicher stated that a Memorandum of Understanding was signed by a number of major stores with the Baptist Ministers' Union and two other civil rights groups in 1963. The law students either visited or made phone inquiries to the signatories of the memorandum to find out what specific hiring, training and upgrading programs they currently have for women and minorities. It was found that none exist, either on an informal or formal basis..

Mr. Breiteneicher called the Christmas Jobs Program (he has worked on developing a number of them for corporations) a "smokescreen", i.e. an insignificant kind of program.

The speaker asked that the HRC establish within itself a broad-based ad hoc group to meet with top-level store management in trying to resolve the affirmative action situation.

Commissioner Fine told Mr. Breiteneicher that the HRC through its Employment Committee is making another attempt to meet with top retailing management, having once before attempted to get these kinds of meetings under way.

*****Chairperson Bartlett recalled his meeting before with Mr. Pflueger, and stated that it appeared to him that the real breakthrough would have to come by reaching the executive, policy-setting officers of the companies. Chairperson Bartlett asked Commissioner Fine to increase efforts of the Employment Committee and asked fellow Commissioners to turn their attention to it as well.

Commissioner Kingsley offered to sit in on these meetings.

*****Director Becker suggested that an ad hoc committee of Commissioners be named for this purpose, and that Commissioner Bedford, a leader of the Baptist Ministers' Union, might wish to reassert the interest of that section of the community.

Chairperson Bartlett will appoint this committee if Commissioner Fine and the Employment Committee request it.

NO NEW MATTERS

CALENDAR MATTERS

- The next meeting of the HRC will be November 8, 1973 at 7:30 a.m. in the Commission Room of the Main Library in the Civic Center.

- Standing Committees:

| | |
|---|---|
| Employment | Thursday, November 15, 9:30 a.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| Youth and Education | Wednesday, October 31, 3:30 p.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| Housing and Urban Development | Tuesday, November 13, 12:30 p.m.<br>HRC Offices, Room 509<br>1095 Market Street |

- Standing Committees (continued)

| | |
|---|---|
| Native American Advisory | Wednesday, November 14, 5:00 p.m.<br>HRC Offices, Room 509<br>1095 Market Street |
| Police Liaison | Monday, October 29, 4:30 p.m.<br>HRC Offices, Room 509<br>1095 Market Street |
| Social Programs | Tuesday, October 30, 10:30 a.m.<br>HRC Offices, Room 509<br>1095 Market Street |

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:be
11-2-73

11/29/73

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of November 29, 1973

* * * * * * * * * * * * * * * * * * * *
* NEXT MEETING: December 13, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * * *

DOCUMENTS
FEB 5 1974
SAN FRANCISCO
PUBLIC LIBRARY

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Earl Livermore, Rev. Victor L. Medearis, Earl Raab, Edward Sandoval, Harvey Wong.

Excused: Joseph Garcia, Curtis McClain, Louis Simon

Staff

Present: William Becker, Frank Anderson, Jack Casford, Stanley Lim, Shone Martinez, Jesse Martinez, Wayne Redus, Gail Roberts, Edith Witt, Dorothy Yee.

Pledge of Allegiance

Minutes of November 8, 1973 approved.

## COMMUNICATIONS

- From Assemblyman John L. Burton, agreeing to do follow-up on Assembly Bill 86 (requiring bilingual staffing of State as well as local public agencies and which the HRC had supported), with the State Personnel Board.

- From John A. Kidder, Commissioner, Board of Education, notifying Chairman Bartlett that he plans to use the Occupational Preparation in the Schools report in the Curriculum Committee's deliberations on career education.

- From Chairman Bartlett, thanks to his colleagues of the HRC and staff for their written concerns about his recent accident.

- To Mayor John Reading of Oakland, the Oakland Board of Education, and Ms. Marcus Foster, formal expression of the HRC's shock and sense of loss in the death of Dr. Marcus Foster, Oakland Superintendent of Schools.

## COMMITTEES

SOCIAL PROGRAMS
Harvey Wong, Chairperson

- State Attorney General's Bulletin: "Triad: Mafia of the Far East".

Copies of this document, issued in July, 1973, by the Office of the Attorney General and marked "Confidential," were provided the Commissioners. Its contents were the subject of Social Programs Committee discussion November 20. Community reaction culminated in a Federal court suit protesting "half-truths, innuendoes, and total falsehoods" and asking that Mr. Younger be ordered to make a public retraction and then institute an educational program in the State Department of Justice.

Mr. Younger issued a memorandum to the media on November 20, in which he said the article "..was an attempt to inform California's law enforcement departments on the background of one element of criminal activity in the State."

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Mr. Younger said, "If the article in the Bulletin was less than a perfect literary effort and gave a wrong impression, I regret that very much." He said further that no inference should be drawn from the Bulletin that there is a belief that the Chinese community generally is responsible for crime.

Commissioner Wong then quoted a number of statements taken directly from the text of the Bulletin which are considered objectionable:

"Drugs are a way of life in the Orient."

"The Chinese, as smugglers, are very patient."

"Paying for the services of a police official is as every-day as eating rice."

"The only way (new immigrants to the U. S. since 1965) know how to make a living is to continue to pursue the same occupations here as they did in the streets of Hong Kong. This means trafficking in drugs, gambling, extortion, prostitution, and of course, TONG membership."

Commissioner Wong said it was the wish of the Social Programs Committee that the HRC address a letter of specific concern and recommendations to Attorney General Younger.

After discussion among the commissioners,

It was

****m/s/c that the HRC address a letter to Attorney General Younger regarding the Criminal Intelligence Bulletin "Triad: Mafia of the Far East", asking:

1. That the document be withdrawn from distribution;

2. That a straight-forward apology, in addition to the statement of November 20, be issued by the Attorney General recognizing the damaging and anachronistic nature of the Bulletin;
(and that 1. and 2. be announced through a press release).

3. That Mr. Younger determine what educational efforts are needed in the State Department of Justice to prevent this kind of document being produced.

4. That there be a review of the Department's system for dissemination of intelligence material.
The HRC will also acknowledge Mr. Younger's November 27 letter to Commissioner Wong.

Commissioner Wong read from this letter which stated that the intelligence bulletin is regularly published, is prepared routinely by members of his staff, and is sent to the 420 law enforcement agencies in the State. Mr. Younger also wrote that he did not see the bulletin in question until it was published and "I am deeply embarrassed by the reaction of some people to this particular issue. Some of the criticism is extreme and politically motivated. Some of the criticism is entirely legitimate."

Commissioner Fine recommended also that the HRC letter to Mr. Younger contain an expression of concern that there be an avoidance of this kind of stereotyping of any racial, ethnic, or religious groups in the State.

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HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- Recommendation on Supervisor Kopp's Draft Ordinance Prohibiting Housing Discrimination Against Families with Children.

Supervisor Kopp is the author of an ordinance currently before the Board of Supervisors' Social Services Committee which seeks to progibit rental housing discrimination against families with children. The Social Services Committee heard this issue November 9. The next hearing will be December 14, at 2 p.m. in Room 228, City Hall.

At this November 9 hearing it was suggested by HRC Housing Representative Edith Witt that Mr. Kopp might set up an ordinance-drafting committee of representatives of various views on the proposal. The Supervisor said he would, to consist of representatives of the HRC, the Real Estate Board, the Fair Housing Planning Committee, and the Apartment House Owners Association.

Commissioner Heilbron reviewed factors in the difficulties of families with children in finding suitable rental housing in the City. Primarily these factors are: a shortage of rental housing stock suitable for families with children and refusal by many rental property owners of units suitable for children to rent to these families.

The City traditionally has a lower percentage of households with children than other cities, but because of the above factors, this precentage decreases further.

In 1940 the number of persons per household in the City was 2.8; in 1970 it was 2.3 (U.S. Census figures).

68% of the housing units in the City in 1970 were occupied by one or two persons. (Although it is not known how many of the two-person households included children, this number is probably small.) There is a shortage of rental units in the City with two or more bedrooms.

Because of this, the U.S. Department of Housing and Urban Development, (HUD) has required the Redevelopment Agency to replace each two or more bedroom unit it demolishes within the same time period.

According to the City Planning Department's Survey of Vacancies (1969), only 2.3% of the City's three bedroom places and only 1.8% of the City's two bedroom places were available for rent at any price. There were only 246 three-bedroom places at any rent and in any condition available for rent, and only 702 two-bedroom places available, in contrast to more than 1,400 studios and 2,600 one-bedroom places. According to this same survey, about half the two-bedroom places, and about 10% of the three-bedroom places said they did not accept children.

On recommendation of the Housing Committee,

It was

****m/s/c that the HRC endorse the Kopp ordinance proposed to prohibit discrimination in rental housing against households with children, provided that the legislation include the following provisions (to be used as guide-line by HRC staff):

- the prohibition would apply only to buildings suitable for children;

- the noncrowding standard of one or less person per room would apply; (and this would be defined in the ordinance (counting living-room, dining-room, kitchen and bedrooms)

- property owners would retain the right of applying the same financial standards in regard to rent-paying ability to households with children as they do to other applicants;

- an enforcement procedure would be established.

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Civil Service Task Force Report on Minority Employment -- Frank Anderson

Mr. Anderson, with Mr. Becker, represents the HRC on the Task Force, which was created three years ago to advise the Civil Service Commission on the problems of recruitment and selection procedures for minorities.

Mr. Anderson discussed the highlights of a six-page (the work of seven subcommittees selected in January of 1973) Report on Minority Employment submitted to the Civil Service Commission in the early Fall of 1973.

The Task Force, he said, is cognizant of changes and progress made by Civil Service and while commending it for these efforts, is still aware of much remaining to be done. A continuing effort must be made to bring more women and minorities into the City work force, through recruitment and other means.

From the report itself, Mr. Anderson highlighted these sections:

- The Task Force analysis of data on the City work force clearly indicates an underrepresentation of minority persons and women, in proportion to their numbers in the labor force. Minority group persons and/or women are employed at the lower-paid levels rather than at the top, in most classifications and departments.

From the Task Force specific recommendations:

- That the Mayor, Chief Administrative Officer, and Civil Service Commission at least once annually make a statement of the City's moral and legal commitment to Affirmative Action, and call on all City offices and officers to implement the statement through remedial programs.

- That a Manpower Plan of the City's work force be developed, showing, by department, expected vacancies by category.

- A number of steps to carry out affirmative action in recruitment of new employees, including work with Civil Service recruiters of the HRC; notification of openings to schools, placement services, minority groups, and the minority press with stress that the City is aggressively seeking qualified minority groups persons and women; assisting candidates with completion of applications, preparing for written and oral exams, etc.; certification of bilingual/bicultural individuals whenever appropriate to the work; giving sensitivity training for City employees; and reviewing male/female lists (of eligibiles for City jobs) with the goal of eliminating gender if it is not a bona fide occupational requirement. Other key points are suggestions for upgrading jobs (using the promotional examination process as an affirmative action tool), and for a survey and evaluation of City government training programs, including those for managerial and supervisory levels. The Task Force also recommends a broadening of work experience by rotating employees; that all appointing City officials, boards, and commissions recognize the continuing need to have minorities and women in policy-making positions; and that regular review in the affirmative action progress of problem departments and classifications be done.

On recommendation of the Employment Committee,

It was

****m/s/c that the HRC invite Bernard Orsi, General Manager, Personnel, Civil Service Commission, to appear before it to give a follow-up status report on the progress of affirmative action by the CSC. Mr. Orsi last appeared before the HRC September 28, 1972

****Chairperson Bartlett suggested that Mr. Orsi be asked to meet informally with members of the HRC in advance to discuss the Task Force Report on Minority Employment.

- Follow-up Report: National Organization for Women's Affirmative Action Task Force: Wayne Redus

The Task Force in the Fall of 1973 made certain requests of the HRC at its regular meeting. Their concerns included methods of HRC staff reporting on affirmative action in the City's banking industry. These and other concerns were referred to the Employment Committee, and Mr. Redus represented the HRC in discussions with the NOW Task Force. The Task Force asked: that the HRC institute a more detailed reporting form on affirmative action in employment by the banks (specifically requesting salary information) an immediate re-survey of the banks; validation of the bank data as reported to the HRC; and assignment a more experienced HRC staff person to bank affirmative action contact work.

The HRC has assigned Susan Heller, an experienced affirmative action worker, to the banks and Ms. Heller has devised a new reporting form. A more complete survey of the banks' work forces and affirmative action will be made in April of 1974. Mr. Redus said the Task Force appears now to be satisfied with the HRC response to its concerns.

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Commissioner Sandoval asked about an ethnic survey of City employees, showing proportionate representation of minority groups within the overall minority figure. He was informed that staff currently is conducting its annual survey of the Civil Service Work Force, using computer recording of information as required by the Federal Equal Employment Opportunity Commission.

Director William Becker commented there has been a pattern of increasing minority participation in City jobs, but with substantial differences among different minority groups. For example, Blacks participate in much greater proportion (over 20%) than any other ethnic group; Spanish-Origin persons disporportionately less; Asians less but concentrated in certain higher-level, higher-salaried positions.

It was pointed out that the creation of Jobs in Action for Latin Americans project (JALA) funded by the Department of Labor through the HRC, was intended to help recruit more Spanish-Origin people for civil service, especially at the Federal level and that HRC's Civil Service Recruiters sought applicants from all minority communities.

Mr. Redus pointed out that Mayor Alioto in January of 1973 met with department heads, in response to previous HRC surveys, and stressed the importance of departmental action to correct inbalances in minority representation.

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Committee Report:

The Committee met twice since November , Commission meeting pilot program proposal of the multicultural education resolution, adopted November by the HRC will be discussed by the Board of Education curriculum committee December 6th and will be voted upon by the full Board December 11. The policy statement portion of the resolution was adopted by the Board November 27, 1973.

November 2 the committee heard a presentation of the options that had been presented to the Board for desegregation of secondary public schools in the City. There is urgency in adoption of a plan because the City will not be eligible for Emergency School Act funds for secondary school desegregation if its plans are not adopted and submitted by December 30 of this year. At the November 14th committee meeting, counseling concerns were discussed at length,

- Endorsement of S.2253, Comprehensive Bilingual Education Amendments Act of 1973 in the U.S. Senate., introduced by Senator Cranston.

This bill would appropriate more money for bilingual education at the national level; would provide for a National Advisory Council; for expansion of preschool bilingual programs; establish a Division of Bilingual Education in the U.S. Office of Education; fund programs through secondary schools; and would permit the administrator of the program to earmark money for state programs, and "for bill" and on Indian reservations.

It was

****m/s/c that the HRC endorse S. 2253.

NATIVE AMERICAN ADVISORY COUNCIL
Earl Livermore, Chairperson

- Resolution in Support of the San Francisco Native American Health Center and the Dental Program

Following a reading in full of this proposed Resolution by Commissioner Livermore, it was

****m/s/c that the HRC adopt it. The full text of the Resolution is attached to these Minutes.

- Resolution in Support of the San Francisco American Indian Center's Neighborhood Arts Proposal.

This Resolution also was read in full by Commissioner Livermore, and it was

****m/s/c that the HRC adopt it. The full text is attached.

- Commissioner Livermore reported that there are approximately 10,000 Native Americans in San Francisco, and that the Native American Recovery Home for Alcoholism which he directs has served approximately 5,000 persons in the past 10 months.

He stated that the Native American Indian Health Center has long been supported by the HRC. The Center presently is purchasing a new building, to replace one that burned, and its mortgage payments are $1,200 a month, placing a great financial strain on its ability to serve its community.

POLICE LIAISON
Rev. Victor Medearis, Chairperson

- Recommendation on S. 1724, the Bilingual Court Bill

The bill provides that a judicial district in which at least 5 percent or fifty thousand of the residents of that district, which even is less, do not speak or understand the English language with reasonable facility, the district will be certified as a "bilingual judicial district." In such bilingual judicial districts, the bill provides that qualified interpreters be used in simultaneous language translation of proceedings before the court, and that appropriate equipment be used to record the proceedings.

The Committee noted that non-English monolingual and limited-English speaking persons are represented in our penal institutions way beyond their proportionate numbers in the general population, and that discriminatory court proceedings may be partially responsible. Bilingual services in our courts will have a significant impact on the ethnic communities of San Francisco.

It was

****m/s/c that the HRC endorse S. 1724

- Recruitment of Police Officers

The Committee is staying within the guidelines established by the HRC previously. Commissioner Medearis met with a group at Assemblyman Brown's office regarding recruitment of women for police officer positions. This group will make a presentation at the next Police Committee meeting.

- Hunters Point Community Concern regarding Auto Dismantlers in their Community.

Commissioner Medearis attended a November 26 Planning Commission meeting at which objections to an auto dismantling operation in that community were expressed. In keeping with past HRC policy on this issue, Director William Becker addressed a letter stating that it urged that the City not continue to permit auto dismantling businesses to locate in the Hunters Point-Bayview area over the strong objections of its residents, requiring them to continually have to make protests.

Commissioner Medearis expressed the thanks of the community to the HRC and Director William Becker for its continued support.

- Commissioner Medearis voiced his concern that in a San Francisco Examiner article published October 16, 1973, an officer of the San Francisco Chamber of Commerce (the manager of the Economic Development Department) was quoted as saying "The biggest barrier to private industry at the Hunters Point Naval Shipyard is the people living in the adjacent Hunters Point Housing Project. They don't work. They have no incentive to work. They are on welfare, or they steal."

Commissioner Medearis stated that he wished to meet with the man to whom this quote was attributed in order to correct these misconceptions of the residents of the Housing Project, and of the impressions given about their reputation to the rest of the City.

Commissioner Raab suggested that Chairperson Bartlett and Director William Becker confer on contacting the Chamber of Commerce speaker to set up a discussion regarding his remarks as reported.

Commissioner Medearis said that there are many people in the Housing Project seeking employment at all times, and he called on all City social agencies to assist that community in its social needs and aspirations.

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- Commissioner Sandoval reported on a November 20 meeting he and Commissioner Livermore, with HRC staff, had with Bernard Orsi, General Manager, Personnel, of the Civil Service Commission. The meeting concerned the Q-2 Policeman job examination specifications, issued November 14. Mr. Orsi was given the points of concern about these specifications, and this was followed by a letter written by Director William Becker November 23 detailing specific items of concern. There were three major points raised:

1. The criminal records section should be clarified "If it means both arrest and convictions records say so. Explain what it means in re: expunged or sealed records. It should not or seem to be an attempt at entrapment because it is not clear."

2. On driving record information: request that information should be limited to the last three years only and include moving but not nonmoving violations.

3. A request that written, oral, and physical examinations be given equal examination points weight. The Police Officers Association is requesting that the written examination be given all the weight in the 1,000-point total, Commissioner Sandoval said.

- Christmas Jobs Program Report - Frank Anderson

In response to a request from Commissioner Wong, Mr. Anderson reported that the HRC has received 91 job pledges from the Retailers Community Relations Group. The San Francisco Community Colleges District and HRC jointly held an orientation session for youth hired so far. The final number of hires is not yet known. There currently are no openings in this program. Mr. Anderson said that he is greatly disappointed in the outcome of this year's program, which has dwindled from some 200 job pledges to 91, and by the fact that the stores have not yet completely understood that it is a program designed to provide opportunities for disadvantaged youth, who do not always conform to the image of "clean-cut, middle-class youth." Thus a disproportionate number of the HRC referrals have been rejected.

Chairperson Bartlett announced that there will be a holiday get-together for HRC members and staff in December at a date not yet set.

NO NEW MATTERS

NO DIRECTOR'S REMARKS

REMARKS FROM THE AUDIENCE

Ms. Belva Cottier, Director of the Native American Health Center, expressed her thanks to the HRC for its adoption of the Resolution in Support of the Dental Program.

Mr. Tom Phillips also expressed his thanks for the HRC's support of the Resolution on the American Indian Center's Neighborhood Arts Proposal.

Calendar Matters

The next regular meeting of the HRC will be December 13, at 9:30 a.m. in the Commission Room, Third Floor, Main Library, in the Civic Center. The last meeting of the year will be December 27.

Standing Committees:

| | |
|---|---|
| Employment | Thursday, December 20, 1973 9:30 a.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| Youth and Education | Wednesday, December 5, 1973 3:30 p.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| Housing and Urban Development | Thursday, December 6, 1973 12:30 p.m.<br>HRC Offices, Room 509<br>1095 Market Street |
| Social Programs | Tuesday, December 4, 1973 10:30 a.m.<br>HRC Offices, Room 509<br>1095 Market Street |
| Police Liaison | Monday, December 3, 1973 4:30 p.m.<br>HRC Offices, Room 509<br>1095 Market Street |

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:paj
12-4-73

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103
558-4901

RESOLUTION IN SUPPORT OF THE SAN FRANCISCO NATIVE AMERICAN HEALTH CENTER AND THE DENTAL PROJECT

WHEREAS, American Indians have serious social problems, particularly in the area of health needs because of conditions of poverty and medical neglect, suffering from illnesses including tuberculosis, alcoholism, malnutrition, prematurity, complications from childbirth, and the urban Indian has received relatively little attention; and

WHEREAS, present hospitals and clinics have been unable to alleviate all of the grave problems of urban Native Americans and present hospitals, clinic facilities are already overtaxed, and that the immigrants to the city find themselves in bewildering surroundings which cause economic, social, and cultural barriers to adequate health care; and

WHEREAS, the Urban Indian Health Center provides an Indian staffed referral service which assists individuals in obtaining aid from welfare programs such as Medicare, and in locating physicians and dentists willing to treat Indians on a discounted basis. Also, it provides community health workers to facilitate transportation and registering of persons seeking help; and

WHEREAS, The Urban Indian Health Center has established a medical and dental treatment & diagnostic center, and the center, staffed by Indians, offers preventive care such as immunizations, dental examinations, routine diagnostic, and optical services, and treatment on an out-patient basis; and

WHEREAS, the Human Rights Commission has in the past supported the efforts of the clinic; and

WHEREAS, the Urban Indian Health Center has submitted a proposal for an extensive Dental Program and general medical services, to the city requesting funding from the Local Revenue Sharing Program in San Francisco; and

WHEREAS, the Urban Indian Health Center has received national acclaim from such persons as Casper Weinberger, U.S. Secretary of Health, Education, and Welfare, Dr. Embry Johnson, Indian Health Service, Senator Alan Cranston, S.F. Assemblyman John Burton, S.F. Senator Milton Marks, and many others,

NOW, THEREFORE, BE IT RESOLVED, that the Human Rights Commission commends the fine work of the Urban Indian Health Center, to improve the health and well-being of the American Indian community and endorses this program, and calls on potential funding sources to give this proposal every possible support.

Resolution 10-73
Adopted by HRC 11/29/73

paj

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103
558-4901

# RESOLUTION IN SUPPORT OF THE SAN FRANCISCO AMERICAN INDIAN CENTER'S NEIGHBORHOOD ARTS PROPOSAL

WHEREAS, the San Francisco American Indian Center is currently engaged in mary programs that are vital to Native Americans living in the City's community; and

WHEREAS, the artistic heritage of Native Americans in the arts and crafts has a long and distinguished record; Native American art objects have become collectors' items; Jewelry, bead work, carving, painting, pottery, weaving and other artifacts are specimens of Native Americans' artistic abilities; and Native American music and dances play an important part in Indian culture; and

WHEREAS, because of limited resources, the Center is unable to increase the number of low-income participants and develop its cultural arts program, and aid staff members are needed to augment the service of the American Indian Center volunteers; and

WHEREAS, a proposal has been submitted to the San Francisco Neighborhood Arts Program to further implement art activities, thus furthering the social development of the Native American community in San Francisco; and

WHEREAS, this proposal is designed to provide arts and crafts, painting, ballet, Indian dances, film equipment, costumes, sewing center materials, and transportation to enable participants to express themselves and to take advantage of various artistic activities;

NOW THEREFORE BE IT RESOLVED, that the Human Rights Commission supports the program and recommends financial support from other agencies and groups in San Francisco for the San Francisco American Indian Center's Neighborhood Arts Proposal.

Resolution 11-73
Adopted by HRC 11/29/73

paj

12/73

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# HUMAN RIGHTS COMMISSION
# OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of December 13, 1973

**********
* NEXT MEETING: December 27, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
**********

*NOTE:* See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Earl Livermore Earl Raab, Harvey Wong.

Excused: Rabbi Alvin I. Fine, Joseph Garcia, Curtis McClain, Victor L. Medearis, Edward Sandoval, Louis Simon

Staff

Present: William Becker, Jack Casford, Wayne Redus, Gail Roberts, Renee Thompson, Edith Witt

Pledge of Allegiance

Minutes of December 13, 1973 approved with change on Page 6, Line 16, 10,000 changed to 14,000 to read "Commissioner Livermore reported that there are approximately 14,000 Native Americans in San Francisco" and with an additional change Line 20, "He stated that the American Indian Center (deleting it as ~~Native~~ American Indian ~~Health~~ Center) has long been supported by the HRC."

COMMUNICATIONS

- From U. S. Representative William S. Mailliard, acknowledging HRC letters urging his support of S. 1724 (providing bilingual services in Federal court districts) and S. 2553 (to provide more money at the national level for bilingual education). S. 1724 is before the Senate Judiciary Committee, and S. 2553 in the Education Subcommittee of the Senate Labor and Public Welfare Committee.

- From U. S. Senator Joseph M. Montoya, stating his support for S. 2553, which he co-sponsored with Senators Kennedy and Cranston.

- From U. S. Representative Phillip Burton, stating support for the H.R. 9895 (aid to gateway cities for immigrant assistance programs) endorsed by the HRC, and stating doubts anything can be done until after the new year.

- To State Attorney General Evelle J. Younger, a letter at the request of the HRC November 29, 1973, regarding issuance of a Criminal Intelligence Bulletin entitled "Triad: The Mafia of the Far East", with recommendations for the Attorney General's follow-up actions.

- To Mr. Lex Byers, Manager of the Economic Development Department, San Francisco Chamber of Commerce, from Chairperson Bartlett, at the the request of the HRC November 29th, regarding statements regarding Hunters Point Project residents attributed to him in a newspaper article in the San Francisco Examiner.

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COMMITTEES

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- Parkmerced Consent Order and Affirmative Action Agreement
  Paul Trafficante, Chairperson, Committee of Parkmerced Residents Committed to Open Occupancy
  George Clyde, volunteer attorney, San Francisco Lawyers Committee for Urban Affairs

- Commissioner Heilbron introduced the two speakers, reviewing briefly the background of the Parkmerced racial discrimination issue which culminated in a landmark Supreme Court decision in 1972, holding that tenants have the right to challenge the racial segregation policies of housing management, and recognizing that discrimination deprives white residents of an housing development such as Parkmerced of the opportunity of inter-racial association. The suit was recently settled in accordance with a Consent Order, covering fiscal damages and affirmative action requirements on Parkmerced management.

Mr. Trafficante expressed appreciation of the Committee to the staff and the HRC for support and help during the past several years. The Metropolitan Insurance Company operated the 3,500-unit complex until 1970, when it was sold to a New York real estate firm, Helmsly-Spears, with Metropolitan retaining title to the land. Mr. Trafficante said that Metropolitan's operation of Parkmerced created what he called a "white ghetto", and that its policy was continued by the new management after 1970. (The 1970 Census showed a less than 1 per cent minority residency at Parkmerced.)

The challenge to these management policies began in 1968 at Parkmerced, said Mr. Trafficante, when he and other residents formed a strike support group which joined the picket lines at San Francisco State College. Shortly after settlement of the college strike, punitive action against the tenant strike support committee was instituted by the Parkmerced management, Mr. Trafficante said. Despite his 15 years' residence, Mr. Trafficante's apartment lease was not renewed. A tenant defense committee was created at Parkmerced, joined by some other groups. The lease eventually was renewed. (HRC supported the request for renewal of the Trafficante lease.)

The members of the defense committee, buoyed by their achievement on behalf of Mr. Trafficante, decided that they could then move against racial inbalance at the housing complex. The Parkmerced Committee of Residents Committed to Open Occupancy was formed. Management refused "firmly" to meet with this group, which then organized and carried out a number of community actions, including picketing,press conferences, and appeal to the Board of Supervisors. Many civil rights and community groups joined and supported these actions. None of these actions, however, was able to generate any change in policy by Parkmerced management.

The Parkmerced housing discrimination legal cases began in 1970, and were the subject of a unanimous United State Supreme Court ruling in 1972. As a part of the final Consent Order settling the cases in October, 1973, Parkmerced paid monetary damages to plaintiffs, and entered into broad affirmative action and minority recruitment programs.

The Committee announced distribution as follows of $20,000 of this cash settlement:

- $10,000 to Operation Sentinel, a Bay Area housing discrimination complaint project receiving complaints through telephone number H-O-U-S-I-N-G,

- $4,000 to The Michael Egger Fund, which has been established recently by the San Francisco Lawyers' Committee for Urban Affairs to pay the expenses of attorneys who bring civil rights lawsuits, and

- $2,000 each to the Council for Civic Unity (which investigates San Francisco housing discrimination); National Neighbors (a national organization of local fair housing groups); and the National Association for the Advancement of Colored People's Defense and Educational Fund, Inc., which also handles housing discrimination lawsuits.

-more-

The balance of the cash settlement has been allocated for the payment of court costs and other expenses, Mr. Trafficante reported.

The Committee has assumed part of the responsibility for monitoring the affirmative action program required of management.

Mr. Clyde was then introduced. He and Steve Bomsey represented the Parkmerced residents' committee beginning in 1970. Mr. Clyde reviewed the legal aspects from three aspects: the Supreme Court opinion of 1972; proof of discrimination at Parkmerced; and the affirmative action program constituting a settlement of the case.

The Supreme Court decision established, he said, that tenants at a housing complex have the right to challenge their landlords' exclusion of minorities in violation of the law. More important, he said, was the Court's recognition that housing discrimination victimizes all residents of a housing complex, not just those excluded from residency there.

Mr. Clyde emphasized that proof of discrimination lay in the 1970 Census data showing that less than 1 per cent of the residents at Parkmerced were minorities.

Affirmative action requirements of management, to be carried out over a three-year period, with the goal of increasing the proportion of minority groups in each category of dwelling at Parkmerced, include:

1. substantial advertising in minority radio and newspaper media.
2. solicitation of minority applicants through real estate brokers, agencies, and large employers.
3. change in the procedures of rental offices, with standard provision of information to all applicants, time of waiting lists, etc.
4. Detailed reporting quarterly on the ethnic and racial breakdown of applicants who obtain or do not obtain housing at Parkmerced. This is monitored by the Federal Court and the tenant committee.

Mr. Clyde said that Parkmerced could become a model integrated residential community in the City, especially if management's present intentions to sell off some of the garden apartment units as condominiums is carried out. This would be made more likely through increased minority media advertising.

Mr. Clyde also expressed his and his clients' appreciation for the great services of Edith Witt, the HRC's Housing Representative, and for her interest from the earliest days of the tenant committee work. She provides, he said, "the kind of support which a community group...requires and demands from their local government."

Mr. Clyde said that minority breakdowns are in four major categories: Black, Spanish-surname/Latino; American Indian, and Oriental. Part of the affirmative action program requires hiring of an on-duty black rental agent. Asked about affirmative action in employment, Mr. Trafficante said most of the complex staff (maintenance, and others) is provided under outside contract. He said some maintenance staff people are minorities.

Mr. Clyde said that evaluation is being made at present of the first quarterly report from Parkmerced management required by the Court.

Asked to comment on the results of the litigation on the rest of the Parkmerced residents, Mr. Trafficante stated that only a very small minority of persons with strong racial prejudice resides there. He said some 25 or 26 black families have been counted by his group as living in the complex. He has never heard, he said, of any unpleasant tensions or confrontations.

- Director Becker commented that he felt it appropriate that there be recognition for the contributions of time and talent made by members of the San Francisco Lawyers Committee for Urban Affairs in cases such as the Parkmerced suit, and Commissioner Heilbron concurred.

- Commissioner Livermore asked if sensitivity training for Parkmerced staff was required by the Court order, and Commissioner Heilbron stated that he believed this was provided for.

- Final Report of the Fair Housing Planning Committee

Commissioner Heilbron reviewed in some detail the sixteen recommendations for the racial, ethnic, and economic integration of San Francisco's neighborhoods, as adopted by the Fair Housing Planning Committee. These recommendations were published in a report issued by this community committee in October, 1973, and widely distributed. Mr. Heilbron pointed out that the recommendations are in three major groupings: Neighborhood Measures to Preserve and Expand Housing Opportunities; Citywide Measures to Expand Housing Opportunities; and More Equitable Tenant-Landlord Relations. He touched on a number of the more salient points of each of the FHPC recommendations, including establishment of a Rehabilitation Assistance Program (RAP): inclusion of civil rights impact in environmental impact reports; and establishment of a City Land Bank with priority of suitable public land for low and moderate income housing.

These sixteen recommendations will come to the HRC for its action. The FHPC recommendation is that all sixteen items come before the Board of Supervisors for hearings and action. One of the agencies to provide counsel to the Board will be the HRC.

Copies of the full FHPC report, "One City Or Two?", are available from HRC,558-4901.

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Recommendation to rescind HRC endorsement and oppose Senate Bill 391 (Biddle): reorganize juvenile and adult correctional authority.

The HRC endorsed SB 391 on May 24, 1973 upon the recommendation of the Youth and Education Committee. Subsequently, the Friends Committee on Legislation and Yori Wada, among others, urged HRC to change its position and oppose SB 391. The Youth and Education Committee, at its December 5th meeting, discussed the merits of the bill at length; two speakers and background information provided by additional sources were the resources for the Committee.

The Youth and Education Committee recommended that the HRC, withdraw its support of SB 391 and officially oppose SB 391. The primary reasons for the Youth and Education Committee's change in position were:

1. No appropriation is included in the bill, having been deleted through amendments; in the original revision, S.F. county would have received $1,765,000 annually.

2. Both the new county correctional program and the new juvenile offender control program would be planned at the county level by a commission made up predominately of law enforcement representatives; no public defenders and no community people would be represented. This lack of community involvement is seen as crucial.

3. The Department of Corrections would be merged with the Department of the Youth Authority to form a Department of Correctional Services. The Adult Authority would be merged with the Youth Authority and the Women's Board of Terms and Parole with Parole Authority. The Friend's Committee on Legislation's analysis of SB 391 concludes: "It appears likely that such a consolidation would result in the larger departments: adult corrections and the Adult Authority dominating in philosophy and approach. Innovative programs begun by the juvenile system and the Women's Board would be swallowed up."

It was

****m/s/c that the HRC rescind its May 24, 1973 endorsement of SB 391 and oppose SB 391, in view of the substantial changes of the bill.

- Reiteration of HRC support for school desegregation.

The HRC officially supports quality integrated education and confirmed this position many times in the past eight years; HRC consistently has encouraged and participated in community efforts to accomplish this end. At a time when the S.F. Board of Education is considering a method for desegregating the District secondary schools in September 1974 and voices of disharmony have been injected into the public discussion, the Human Rights Commission reiterates its long-standing policy of support for integration, offers its assistance in any way feasible in its implementation, and urges reasoned dialogue within the community.

As the HRC reaffirms its support of quality integrated education, we recognize that school integration is something more than the desegregation of racial and ethnic groups within the student population. True integration in education requires, among other things: (1) active community involvement at all stages of the plans for integration; (2) the inclusion of such quality education components as ESL/Bilingual instruction for all pupils who are in need of such classes and special education programs for gifted children; (3) an affirmative action personnel policy that will bring about minority group representation in each school at all levels, proportionate to the racial and ethnic make-up of the student body; (4) in-service training programs to prepare teachers and students for integration prior to its implementation and to assist in the adjustment process once desegregation has begun.

It was

****m/s/c that the HRC reiterate its support of quality integrated education in the San Francisco Unified School District.

- Commissioner Kingsley suggested that the HRC begin open discussions on community concerns about integration, busing as a means to accomplish it, and the quality of education being received in the public schools, "I feel a great concern about the public schools doing the job for the total community. Where we stand as a Commission, there's no question. Our posture, our attitude towards the propriety, the rightness, and the only option of how we're going to work it all out is through integrating our schools. But I think the people involved in schools need a balancing HRC maybe to talk through some of these things that we're involved in."

His suggestion was commented on also by Commissioner Raab, saying that recent reports of a decline in the number of white children enrolled in public schools does not reflect necessarily on the integration policies of the SFUSD, but rather a declining birth rate and a continuing movement into suburbs by families. Reading performance results, as well, may have no relationship to integration through busing, but there may be information that while integration has helped reading performance, other factors may have depressed it. HRC consideration of these points, he said, through the Youth and Education Committee, can be raised with the clear indication that questions are not being raised because of any information that busing or integration programs have so far caused any deleterious effect, but simply because of some feelings in the community.

Commissioner Giles spoke on the status of HRC reports on quality education, re-emphasizing continuing HRC concern with programs for the gifted, bilingual education, career education, multicultural education, and on creation of an Office of Services for Children and Youth. Commissioner Kingsley's question and its expansion by Commissioner Raab, she said, is certainly one the Committee and the HRC can consider.

Commissioner Giles noted that there has been no response to date from the School District staff to the HRC's report on Career Education in the Public Schools. The HRC has adopted reports on each of the above-cited five topics during 1973. On career education, John Kidder of the Board of Education has said he intends to use the HRC report in conjunction with the Board's Curriculum Committee. An HRC recommendation which has been implemented was the activation of the Career Education Task Force.

-more-

- Request for Endorsement of Three Bills AB 361, AB 1267, and SB 1264.

Because of a lack of a quorum when these bills were recommended for endorsement by the HRC at its July 12, 1973 meeting, no action by the Commission was taken.

Regarding each of the three bills:

AB 361 (Brown & Burton) providing for on-going funding of the Educational Opportunities Program (EOP) at state universities, colleges and community colleges. This bill was passed by both Houses, vetoed by the Governor, and then failed to pass in the attempt to override the veto.

AB 1267 (Gonsalves) which will have the effect of reinstating the tax override, permitting a local school district to levy up to five cents above its taxing limit for the purpose of funding the school lunch program. This bill was signed by the Governor and is now law.

SB 1264 (Moscone) requiring every district to provide a nutritious school meal and providing five cents State reinbursement for each meal served. This bill was vetoed by the Governor and the override attempt will be made in the Legislature after January 1, 1974.

It was

****m/s/c that the HRC confirm the previous Youth & Education Committee endorsements of these bills for the record.

POLICE LIAISON
Rev. Victor Medearis, Chairperson

No Report

SOCIAL PROGRAMS
Harvey Wong, Chairperson

- Committee Report.

Director Becker read in the Communications section of these Minutes the letter addressed to Attorney General Younger regarding concerns brought to the HRC by the Committee regarding the Criminal Intelligence Bulletin entitled "Triad: Mafia of the Far East."

The Committee is also considering these issues at present:

- the energy crisis and power cutbacks as they affect minority communities. Director Becker wrote the Government Services Committee of the Board of Supervisors (via Board Clerk Robert Dolan) December 7th, specifying concerns such as private consumer power cutbacks in relationship to power use by major users such as large office buildings; personal safety on streets where commercial lights are cut out; possible isolation of some parts of the City most heavily dependent on public transportation if gasoline is increased in price; job site needs and transportation to jobs as a priority. Recommendations on this issue will have to come through the Social Programs Committee, to the HRC before we have any HRC action, it was pointed out.

- lack of care for thousands of 'mentally disabled" persons in the City, many of them believed to be discharged from State mental hospitals.

- information needs for the community when Federal Social Security offices take over certain welfare payments called Supplementary Security Income.

- a movement at a recent American Medical Association meeting for urging the Federal government to tighten its requirements for entrance of foreign doctors to the United States. This proposed AMA resolution was reported referred back to committee, but will come up next June at the meeting of the AMA's House of Delegates.

-more-

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Follow-up on AB 86 (providing for bilingual staffs in State and local agencies serving the public)- Wayne Redus

The HRC endorsed this bill, which was passed in the State Legislature and signed into law by the Governor. The HRC notified all State legislators involved, and received some fifteen responses.

The HRC then notified:

- the State Division of Industrial Welfare
- Chinese community organizations
- Spanish-origin community organizations
- City department heads

pointing out in each instance how the bill can be implemented.

*****Commissioner Wong asked for copies of the list of Chinese organizations contacted for any additions he can make.

DIRECTOR'S REMARKS

- Director Becker spoke December 10th at the Board of Supervisors meeting in support of the resolution urging that the City's Retirement Board consider withdrawal of investments in American firms doing business in South Africa, where racial apartheid is national policy. This resolution, endorsed by the HRC, was offered originally by Supervisors Kopp, Francois and Feinstein. The resolution was put over by the Board to a subsequent meeting at request of Board President Pelosi to add amendments to broaden the concern of the City. Chairperson Bartlett commented on the views expressed by a cleric from South Africa who was a guest of Grace Cathedral about a year and a half ago. The cleric was forced to leave South Africa because of his efforts on behalf of black people, after acquittal on a charge of sedition and conspiracy. It was his (the cleric's) feeling, said Chairperson Bartlett, that American firms in South Africa were in a position to do many things within the law for the protection of their black workers. Director Becker stated that he saw the issue as a symbolic one; that if there were evidence that American corporations in South Africa were functioning in this way, that would be a factor in adopting a position. A statement of the South African cleric's points of view would be helpful, he said. He suggested further that San Francisco should talk with other retirement funds of government employees, so that they jointly could contact American corporations regarding their moral concerns about involvement in South Africa.

- The San Francisco Foundation has rejected the HRC's application for a community information service.

- A meeting (called for by a recent HRC action) was set for the date of this meeting (December 13th) with the Retailers' Community Relations Group. Commissioners Bartlett, Fine, and Bedford and staff were to be in that meeting.

- Attention was called to a recent outline of Staff Responsibilities to Commissioners and Standing Committees sent to all members of the HRC. Director Becker asked that the commissioners react to the outline, with suggestions of any improvements or additions needed. He asked also that they give thought to an outline spelling out what commissioner responsibilities may be.

- The HRC was asked to approve formally the HRC's application for approximately $10,000 to carry out a survey of why parents withdraw their children from public schools. It was pointed out recently that 30% of school-age children in the City are not in public schools. The survey would cover the parents of pupils in kindergarten and first grades, and be conducted over a three-year period.

-more-

It was

****m/s/c that the HRC approve the HRC application for the survey.

REMARKS FROM THE AUDIENCE

- Mr. H. Leroy Cannon, Deputy City Attorney, who assists the HRC with legal matters through the City Attorney's Office, asked the HRC to consider a matter he has been working on at the request of Supervisor Molinari. The Supervisor asked that the City Attorney's Office prepare interim legislation that would prohibit discrimination in employment in the City on the basis of physical disability, since State legislation covering this area of discrimination will not take effect until July 1, 1974. This is an amendment to the State Fair Employment Practices Act.

Mr. Cannon said that the City Attorney's Office holds that State law pre-empts any local regulation on this question. He said that one possible means of enacting such legislation, however, would be amendment of the City's Nondiscrimination Ordinance, which the HRC is mandated to implement as regards City contractors.

After considerable discussion regarding the ramifications of amending the Nondiscrimination Ordinance,

*****Chairperson Bartlett asked that the Employment Committee consider the matter in conjunction with the City Attorney's Office, and bring a recommendation to the HRC.

---

- Commissioner Livermore stated that he continued to be concerned about the effect of the lack of quality education methods for Native American children in the public school system, numbers of whom may not have received needed remedial assistance. Commissioner Giles was asked to involve Commissioner Livermore in the Youth and Education Committee's continuing consideration of these factors.

CALENDAR MATTERS

- The last meeting of the HRC in 1973 will be December 27th. The January, 1974, meetings will be January 10th and 24th, in the Commission Room of the Main Library at 9:30 a.m.

Standing Committees

| | |
|---|---|
| Employment | Thursday, December 20, 1973 9:30 a.m.<br>Cathedral House Library<br>Grace Cathedral- 1051 Taylor Street |
| Youth and Education | Wednesday, January 2, 1974 3:30 p.m.<br>Cathedral House Library<br>Grace Cathedral - 1051 Taylor Street |
| Housing and Urban Development | Tuesday, January 8, 1974 12:30 p.m.<br>HRC Offices, Room 509 - 1095 Market St. |
| Social Programs | Tuesday, December 18, 1973 10:30 a.m.<br>HRC Offices, Room 509 - 1095 Market St. |
| Police Liaison | Thursday, December 27, 1973 4:30 p.m.<br>HRC Offices, Room 509 - 1095 Market St. |

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:pa

December 7, 1973

Mr. Evelle J. Younger
Attorney General
State Capitol
Sacramento, CA 95814

Dear Mr. Younger:

The "Criminal Intelligence Bulletin" entitled "Triad: The Mafia of the Far East" was discussed at the November 29th meeting of the Human Rights Commission on the initiative of Commissioner Harvey Wong. Mr. Wong also read a copy of your letter of apology to him which was a more adequate statement than the story we read in the press the week before. However, the Commission requested that I convey to you some requests for additional needed action:

1. Since the offending document went to some 420 law enforcement agencies, it should clearly be withdrawn from circulation lest some interpret your memo to them of November 21 as less than that in view of your statement on the date that "The purpose of the Criminal Intelligence Bulletin is to provide confidential intelligence to California peace officers on organized crime activity."

2. The fact that so racist a statement could be composed and edited and issued seems to indicate the need for internal education in your department along the lines of your November 21st memo when it said "This office is dedicated to improving police and community relations, and in this connection we have created the Attorney General's Advisory Commission on Community-Police Relations."

3. The importance of "an intelligence bulletin for the benefit of the 420 law enforcement agencies in this state" is so great, and the "Triad" bulletin of July so negative in its impact for the Chinese communities in California, that it would seem necessary for you to look into the "Intelligence Bulletin" procedure with an eye to creating controls which will assure that the material which is sent out is in fact "intelligence."

If it would be helpful to you to go over these points with a few of our deeply concerned commissioners, please let me know so we can work out a possible time.

Sincerely,

William Becker
Director

WB:aw

cc: Mr. C. P. McCarthy
Mr. William Becker

Mr. Lex Byers,
Manager of the Economic Development Dept.,
San Francisco Chamber of Commerce,
400 Montgomery Street,
San Francisco, California 94104.

December 11, 1973

My dear Mr. Byers:

You no doubt are aware of the article written by Mr. C. P. McCarthy which appeared recently in the San Francisco Examiner. You are quoted as having said, with reference to the people living in the Hunters Point Housing Project, "they don't work. They have no incentive to work. They're on welfare or they steal ... Our real problem is the people who need the jobs the most"; and it is alleged you went on to say that among Hunters Point residents are sixth generation welfare cases.

The article referred to and your comments were the subject of discussion at the meeting of the Human Rights Commission of the City and County of San Francisco on Thursday, November 29th. You no doubt know that among the responsibilities laid upon the Human Rights Commission by the Supervisors of the City is that we are to work for the reduction of tensions between various groups in our City to the end that our community might live in harmony and mutual respect.

The concensus of the Commissioners was if you were quoted correctly in the newspaper that your remarks convey a most regrettable stereotyping of a large group of San Francisco citizens most of whom, as you know, are members of one of the large minority groups of our city. We felt that such stereotyping cannot possibly be constructive and that unquestionably a very large number of conscientious citizens of this City have suffered by reflection of the article.

The Commissioners requested me to address this letter to you expressing our feelings about the article and quotations attributed to you, and to request you to reply at your early convenience stating whether or not you were correctly quoted and, if so, upon what kind of data you have based such an all-encompassing stereotyping of a large community. I look forward to a reply at your early convenience.

Sincerely,

The Very Rev. C. Julian Bartlett,
Chairman

DOCUMENTS
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OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of December 27, 1973

* * * * * * * * * * * * * * * * * * * *
* NEXT MEETING: January 10, 1974*
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * * *

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Rev. Victor L. Medearis, Earl Raab, Louis S. Simon, Harvey Wong

Excused: Leonard Kingsley, Earl Livermore, Curtis McClain, Ed Sandoval

Staff

Present: William Becker, Frank Anderson, Jack Casford, Stanley Lim, Wayne Redus, Gail Roberts.

Pledge of Allegiance

Minutes of December 13, 1973 approved.

Note: These Minutes are in a more or less summary form than usual because of a mechanical failure of the tape recorder used to to back up rough notes.

COMMUNICATIONS

- From Lex J. Byers, Manager, Economic Development Department, Greater San Francisco Chamber of Commerce, a response to the HRC's December 11, 1973, letter requesting clarification of remarks concerning Hunters Point project residents attributed to Mr. Byers in a recent San Francisco Examiner article dealing with the Urban Land Institute program. Mr. Byers stated that the remarks as quoted were largely correct, but the context in which they were said was not explained. Mr. Becker read Mr. Byers' letter in full and a copy of the letter is attached to these Minutes.

- From Assemblyman Willie L. Brown, Jr., acknowledgment of the HRC's opposition to Senate Bill 391 (proposed establishment of a Department of Correctional Services) and his concurrence. The HRC reversed its original endorsement of this measure because of changes subsequent to its introduction.

- From Ronald Pelosi, President, Board of Supervisors, reporting that abatement proceedings against an auto dismantler operation in the Bayview-Hunters Point community will be begun by the City Attorney's office, and will be the subject of a hearing before the Planning and Development Committee of the Board. The HRC had asked November 26, 1973, that the Board override the Planning Commission's issuance of a permit to the auto dismantler because of widespread community opposition.

- From U.S. Representative Phillip Burton, stating his support of S. 2553, in response to the HRC's letter seeking his support. S. 2553 would provide more money at the national level for bilingual education.

more

- From Assemblyman John L. Burton, acknowledging the HRC's opposition to Senate Bill 391.

- From U.S. Senator Alan Cranston, expressing his appreciation of HRC endorsement of S. 2553, which he sponsored. The measure, and a companion bill, S. 2552, were to be in committee make-up sometime the week of December 10.

- From Congressman Phillip Burton, acknowledging the HRC endorsement of S. 1724, (bill would provide bilingual services in Federal court districts).

- From U.S. Senator John V. Tunney, thanks for HRC support of S. 2553.

## COMMITTEES

YOUTH AND EDUCATION
Sister Bernadette Giles and
Louis S. Simon, Co-Chairpersons

- Student Rights and Responsibilities Manual - Walter Phillips, Director of Pupil Services, San Francisco Unified School District.

Mr. Phillips announced that he would have information packets about the Rights and Responsibilities Manual in about a week's time for each member of the HRC. He is chairperson of the steering committee which has completed a summary of the original Manual, reducing it to a one-page ( on both sides) document that is being distributed to every San Francisco secondary public school student. Mr. Phillips said that he felt that the new document, if widely distributed, and given substantial publicity, would do much to amend what he called "many of the ills that take place in our schools." He described some of the areas covered in the Rights and Responsibilities document, including explanation of due process procedures, and school site appeals boards made up of students, parents, teachers and administrators. There is a 13-member city-wide appeals board to which a student may appeal a site board decision. All secondary schools said, Mr. Phillips, now have an appeals board. In 1972, only one case went to the city-wide board. He stressed also that the document includes specifical student responsibilities in the areas of respect for property and personal safety of other students. A dress code has been discontinued.

Mr. Phillips will personally call on as many secondary schools as possible to assist in distribution and explanation of the Rights and Responsibilities document. He praised the input of students to its preparation originally, and to their work on the subcommittee to the steering committee which did the one-page final draft now being distributed and on the evaluation subcommittee.

Mr. Phillips said that he was discouraged by what he notes as a trend in suspensions in the public schools, based on his study of suspensions. He categorized a suspension category called "defiance of authority" as one which could become a catchall. He felt that the statistics showed a marked increase in the numbers of minority students being suspended, especially black students.

EMPLOYMENT
Rabbi Alvin I. Fine and
Joseph Garcia, Co-Chairpersons

- Racial and Ethnic Employment Pattern Survey of City Employees - Wayne Redus.

This survey is made annually by the HRC, and this is the fourth one to be done by the HRC staff. Mr. Redus' summary was given in advance of release of the printed final version, delayed in production.

The total City employee workforce, (excluding those persons under the Emergency Employment Act) as of December 30, 1972, was 20,674. Total

minority participation was 6,925 or 33.5%. The EEA program, with a minority percentage of 65.7%, contributes substantially to the City's overall minority workforce, bringing it up to 34.1%. The 33.5% figure is an increase of 1.4% over December 31, 1971. With the exception of the Native American (Indian) and the category of Other Non-Whites (which showed a decrease of 0.2%), every minority group showed an increase:

Blacks increased from 4,355 (21.7%) to 4,512 (21.8%)
Spanish-origin from 706 (3.5% to 843 (4.1%)
Orientals increased from 942 (4.6%) to 1,040 (5.0%)
(the HRC uses the inclusive term Asians, or gives breakdowns for Japanese and Chinese separately; the City's computer has the classification currently as Orientals)
Filipinos increased from 358 (1.7%) to 455 (2.2%)

The largest increase was that of Spanish-origin employees---0.6%. This is especially significant because there was no increase for this group last year.

Blacks continue to be the most well-represented, overall, of the City's minority groups, but again with heavy concentration in the categories of Operative (53.30%), Laborer (45.94%) and Service Worker (55.83%). These three categories utilize 69.12% of the 4,512 black Civil Service employees. In contrast, 61.71% of the 13,729 white employees are in the Professional, Uniformed Personnel, or Craftsperson categories. It continues to be relevant, however, that many of the jobs in the Operative and Laborer classifications pay above the average level of City workers.

Women constitute 27.87% (5,742) of the total workforce. Women occupy 38.89% (2,233) of the Professional positions. Of all the Professionals (4,749) employed by the City, 47.02% are women. However, the majority of these women are found in health and social services jobs areas that women have traditionally been restricted to.

The Sheriff's Department has the highest minority representation of the protective departments (20.3%), with blacks comprising 14% of all employees. Other ethnic groups, are represented as follows:

Spanish-origin---5.9%
Oriental---------0.5%
Filipinos and Native Americans not represented.

The Police Department's statistics were:

Black----------6.4%
Spanish-origin---3.3%
Oriental---------1.4%
Native American--0.1%
Filipino---------0.9%
Total minority--12.2%

The Fire Department's statistics were:

Black----------1.3%
Spanish-origin---3.5%
Oriental---------0.5%
Filipino---------0.1%
Native American--No representation
Total minority---5.4%

The Civil Service Recruitment Program, begun by the HRC and funded through the Emergency Employment Act, has been a significant contributor to the affirmative action efforts of the Civil Service Commission. The recruiters placed 254 persons, as of January, 1973, on Civil Service permanent lists. The recruiters draw applicants from six of San Francisco's minority communities: Black, Spanish-origin, Chinese, Japanese, Filipino, and Native American. The ethnic breakdown on permanent Civil Service eligibility list placements by the HRC's Civil Service Recruiters was:

Black----------53
Spanish-origin---92
Japanese--------- 9
Chinese----------42
Filipino---------43
Native American--15

Mr. Redus also quoted from other tables, which will be included in the final printed report itself, showing where ethnic minorities are concentrated in job categories and where they have little or no representation.

**** Commissioner Wong asked that the HRC give special attention to seeing that the City plans for absorption of EEA workers into City departments when and if Federal funding for this program decreases or is cut off.

It was pointed out that of the HRC's staff of 45, 20 are paid by EEA funds.

- Meeting with Retailers' Community Relations Group - Commissioner Fine

A report on the Christmas Jobs Program to the HRC October 25, joined to a periodic report on the ethnic workforce breakdown among the 20 member-stores of the Retailers' Community Relations Group, led to a recommendation that the HRC seek a meeting with the Group. This meeting was held recently, and included, besides members of the Group, Commissioners Bartlett and Fine, Director Becker, and Frank Anderson and Wayne Redus of the Employment staff.

The meeting established an understanding that the executive committee of the Group would formulate an overall model affirmative action plan for all member-stores with provision for special conditions as required for individual stores. This plan will be submitted to the Employment Committee for study and evaluation, and, if approved, brought to the HRC for action or suggestions and modifications.

The HRC was remined that the Christmas Jobs Program, which in 1968 resulted in some 200 job placements for minority youth with Group member-stores, in 1973 dropped to 91 such placements. The HRC, with the Group, had earlier changed the focus of recruitment for the program from minority high school dropouts, to "socially and economically disadvantaged." Frank Anderson pointed out that participation by Group stores has dropped along with the number of job slots offered, so that in 1973 only seven of the twenty member-stores participated. For the 91 job slots made available, 214 persons were referred, and 95 hired. Macy's and the Emporium (two stores) again were the basis of the program, providing, respectively 40 and 30 job slots, and hiring, respectively, 41 and 31 persons.

Ms. Melanie Jenkins, HRC's coordinator of the Christmas Jobs Program placement activities this year, made a full report of her work, with her comments on procedure and her experience with applicants and the stores.

The program began with a commitment from Macy's for 40 jobs. Staff immediately made contact with the various community groups concerned with employment with which they work. These community groups in turn referred people to HRC for screening and referral to Christmas jobs. In the HRC screening process, each applicant filled out a record of general information. Each person was screened for a possible arrest record, as only one store (Bullock and Jones) indicated that it would accept anyone with any kind of arrest record. Individual stores also made known specific requests for screening with which staff complied. Each applicant was given counseling on how to approach an interview and the job situation. Each was provided with a specific interview time within the guidelines of the store's schedule, a referral slip from HRC stating time and place of interview, and a specific person in the store to see. One of the recruiters went to each store to get an outline of hiring policies, and provide a list of persons referred.

Two tables were provided showing the hiring statistics from each store (Christmas Job Tables I and II). A total of 91 jobs were made available,

214 people were referred, and a total of 95 hired. Four more jobs than were originally made available were obtained largely because of the efforts of recruiter Greg Marutani who convinced some of the stores to make more interview time available. An orientation session was set up late in November in cooperation with the Community College District. This was a 90-minute general orientation to the world of work given at Downtown High School.

There were some problems with the program this year. Timing was a problem in that Macy's came through with their program only 2 or 3 days before they started interviewing. Woolworth's and Roos/Atkins came through with their programs the end of October, with interviews starting in mid-November for jobs which started as late as the 10th of December. This accounted for a fairly high rate of no shows.

For some problems there are no statistics. Staff found a general attitude on the part of some stores of "We are doing this because we have to" and "We're doing you a big favor." For example, in the figure of 41 hires for Macy's, seven of these people were offered a job and refused or quit in the first 2 days. These jobs were not then offered to other "possible hires" from the program. It was their attitude that their offer of work was the extent of their commitment. One lady who had worked at Macy's the previous year in the Christmas program was not hired by Macy's this year when she went there on her own. She was told, "We do all our hiring through the Human Rights Commission."

Each store had a different idea of what "disadvantaged" means and the requirements for hiring were sometimes unclear. For example, the Emporium objected because HRC sent people whom they "would have hired if they had come off the street." Other stores would not hire anyone who didn't fit a certain "image;" i.e. articulate, fluent in English, "clean-cut," and poised. There was a problem with students. Some stores said they wouldn't hire students. Other stores said they would. Other stores said they would if a work permit could be obtained. However, when these people were sent with work permits to be interviewed, they were turned down on the basis of being students.

There were some instances of real cooperation on the part of some stores. Bullock and Jones' only hire was a man with a misdemeanor record. I. Magnin and a few other stores hired some people on a permanent basis.

Commissioner Fine then offered a set of recommendations of the Employment Committee regarding the Christmas Jobs Program.

1. That the program be expanded to include participation by non-participating stores in order to justify the expenditure of staff time.

2. Guidelines for hiring should be agreed upon in advance which will be applicable to each store.

3. A concrete plan of action should be drawn up which would include the Christmas Jobs Program and other holiday and vacation periods as components in a year-long entry-level sales training program.

On motion of Commissioner Heilbron a fourth recommendation was added to these:

4. That the Christmas employment experience of 1973 be reviewed and an affirmative action program be included in any Christmas employment project developed by the Retailers' Community Relations Group in the future.

It was

*****m/s/c that the HRC adopt these four recommendations.

**** Commissioner Giles asked that the HRC remember the advice of former Commissioner Pastor Ross Hidy, who said that those stores that do participate should actively be cited for their continued cooperation. Wayne Redus stated that this recognition is given in a letter each year to individual stores.

- Noncompliance Proceedings Against Hibernia Bank - Director Becker

Hibernia Bank is one of the City banking institutions with which the HRC has worked to implement affirmative action and nondiscrimination for the past two years. In many respects, said Mr. Becker, banks have been one of the most responsive of City white collar industries. They provide the highest number of white-collar positions for minorities of any industry in San Francisco.

However, despite the HRC's efforts for more than a year with Hibernia management, and many meetings of staff and officers of the bank, the HRC has been unable to obtain the cooperation needed or the data to assess the problems and the developments in the area of affirmative action in employment program. Hibernia's data submitted to the Federal Equal Employment Opportunity Commission as of April 1, 1973, showed a minority workforce of 19.04%; this in a City that in 1970 was 42.8% minority and is currently estimated at 50%.

On December 26, 1973, Director Becker wrote formally to the Hibernia Bank, notifying them of the complaint of noncompliance with the nondiscrimination provisions of the Administrative Code of the San Francisco, to which the Hibernia is subject to as a contractor to the City. Reply to these charges (attached to the letter were six specific complaints) may be made by the Bank within 21 days, under the Rules of Procedure of the HRC. Failure to answer shall be deemed an admission of all allegations of such complaint. Mr. Becker explained that he has the discretionary authority to make a finding, based on the answer the Bank may make to the complaint. The Bank may appeal this finding to the full HRC for a hearing. Mr. Becker asked the members of the HRC for their suggestions as to how to obtain Hibernia's cooperation or for any further ideas they had on how to deal with the problem. The City Attorney, he said, is advising the HRC, which is proceeding under its powers under San Francisco Ordinances 261-66, 340-68, and 96-72 (Nondiscrimination Ordinance).

- Progress Report on City-wide Construction Contracts Affirmative Action Program - Fall, 1973 - Stanley Lim

Mr. Lim presented a detailed report, supported by a number of statistical tables. It covers breakdowns from eighteen current contracts, totaling $59,702,590 and including the $27,000,000 San Francisco Medical Center project. The material was based on monthly manpower utilization reports submitted by the contractors monitored by the HRC, and covered the September, 1973 reporting period.

The vital statistics are:

A summary by race and by craft of total work hours, for the month of September. The breakdown: Spanish-origin: 15%; Asian: 3.2%; Black: 21.2%; Native American (Indian): 1.8%; White: 58.8%. A year ago was: Spanish-origin: 11.8%; Asian: 3.2%; Black: 22.0%; Native American: 2.4%; White: 61.7%.

Counting the skilled crafts alone: Spanish-origin: 10%; Asian: 3.2%; Black: 14.1%; Native American: 2.4%; White: 70.3%. These figures remained relatively the same in the past twelve months. The non-craft categories showed wider variances.

Minority group persons were strongly represented in the entry-level skilled jobs. Minority apprentices were 50% for the 1973 report, compared with 54% in September, 1972, and 63% in March of 1973. Generally speaking, said Mr. Lim, there are more minorities now in key trades (carpenters, electrical workers, iron workers, operating engineers, plumbers/steam fitters, and sheet metal workers) than previously reported for trades with low minority ratios. The most dramatic increase was with the iron workers, with a 15.1% gain in work hours over two years ago.

Mr. Lim summarized:

Continued reports and analyses show that minority groups as a whole have gained a firm foothold in most of the City-financed construction jobs.

The overall percentage of minority construction workers at 41.2% (total man hours) - 501 out of 1189 - in this report (and nearly as much in the past reports) clearly indicates that minority groups indeed occupy a very significant role. It's true that not all groups are evenly distributed in each trade, as the history of involvement differs from group to group. As in other industries, it should be recognized that some contractors are more committed to minority employment than others. Contractors who fail to live up to their affirmative action commitment are dealt with through the HRC's non compliance complaint procedure.

The next report on monitored City construction projects will be in the Spring of 1974, and it and subsequent reports will include male-female workforce breakdowns.

SOCIAL PROGRAMS
Harvey Wong, Chairperson

Beginning January 1, aged, disabled, and blind people who are now on Public Assistance will receive, through the Social Security Administration, supplementary security income payments.

The aim of the SSI Program is to insure that anyone 65 or older, or blind, or disabled will receive a basic cash income for one person of at least $130.00 per month and for a married couple, at least $195.00 per month.

While those who are now receiving public assistance will be automatically transferred to the SSI Program, the Social Security Administration estimates that nationally there are almost 3,000,000 who are not receiving Public Assistance who will be eligible for SSI payments. It is likely that there are several thousand such people in San Francisco. These people may not know that they are eligible.

Undoubtedly, organizations with which the HRC is affiliated have within their ranks or know of, people who will be eligible for SSI payments.

It was

*****m/s/c that members of the HRC use whatever channels are available for them to:

1. Publicize the fact that SSi benefits are available.

2. Encourage organizations with which they are affiliated to assist in the community effort to seek out people who may be eligible and to urge such people to apply at their nearest Social Security office.

3. To encourage organizations with which they are affiliated to assist people in making application to the Social Security Administration for SSI benefits.

**** Staff was asked to determine if it should develop more publicity regarding this addition to publication in these Minutes.

- The Committee's next meeting will be January 15 at 10:30 a.m. at the HRC offices. The guest will be Dr. Barry Decker, Director of Community Mental Health in San Francisco.

- The Committee hopes to bring before the HRC shortly a set of recommendations regarding the effect of the energy crisis and public policy affecting minority communities in San Francisco.

POLICE LIAISON
Rev. Victor Medearis, Chairperson

- The Committee's meeting was scheduled for December 27, the afternoon of the HRC meeting at 4:30 p.m. at the HRC offices.

NO DIRECTOR'S REMARKS

NEW MATTERS

- Chairperson Bartlett named Commissioner Raab convenor of a Nominating Committee including Commissioners Giles, Wong, and McClain, which met following this December 27 meeting.

- Chairperson Bartlett suggested that the HRC follow up on the statement by Mr. Lex Byers of the Greater San Francisco Chamber of Commerce that he would welcome an opportunity to work with Mr. Becker and the HRC to "solve the problems inhibiting the economic development of the Hunter's Point community.

NO REMARKS FROM THE AUDIENCE

CALENDAR MATTERS

The HRC will meet January 10 and January 24, in the new year, 1974 at 9:30 a.m. in the Commission Room of the Main Library.

Standing Committees

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| Employment | Thursday, January 17, 1974 9:30 a.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| Youth and Education | Tuesday, January 2, 1974 3:30 p.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| | Wednesday, January 23, 1974 3:30 p.m.<br>Cathedral House Library<br>Grace Cathedral<br>1051 Taylor Street |
| Housing and Urban Development | Tuesday, January 8, 1974 12:30 p.m.<br>HRC Offices, Room 509<br>1095 Market Street |
| Social Programs | Tuesday, January 15, 1974 10:30 a.m.<br>HRC Offices, Room 509<br>1095 Market Street |
| Police Liaison | Monday, January 14, 1974 4:30 p.m.<br>HRC Offices, Room 509<br>1095 Market Street |

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:cc
Attachment: Letter from Lex J. Byers, Manager, Economic Development Department, Greater San Francisco Chamber of Commerce

1-4-74

GREATER SAN FRANCISCO CHAMBER OF COMMERCE

December 14, 1973

The Very Rev. C. Julian Bartlett
Chairman, Human Rights Commission
City and County of San Francisco
1095 Market St., Suite 501
San Francisco, CA 94103

Dear Rev. Bartlett:

Thank you for your letter of December 11, 1973, requesting clarification of remarks attributed to me in a recent San Francisco Examiner article dealing with the Urban Land Institute program. I am particularly pleased to respond to you, since amidst all the furor created by the article, you are the first person to ask the simple question: was I quoted accurately? Simply stated, the answer to that question is no. The words quoted were largely correct, but the context in which they were said was not explained.

As you are undoubtedly aware, the Chamber has a long history of working constructively with the various minority communities in San Francisco. We have initiated job and training programs aimed primarily at the minority population, and we are working continuously to develop additional employment opportunities in minority areas of the city. Obviously, with this goal in mind, it would have been foolish of me to paint such a dismal picture of Hunter's Point - if, in doing so, I were only voicing a personal prejudice.

My statement at the Urban Land Institute program was that potential employers who we contact about establishing a business in Hunter's Point tell us that they see the residents of the area as the primary roadblock in terms of the desirability of the area. The employers see the residents as being on welfare or thieves. I was relating these reactions with a constructive intent. Whether correct or incorrect, if the image of Hunter's Point in the minds of potential employers is that it is an undesirable business location, then the community must work to rectify that image. I do not believe in ignoring an unpleasant fact just because it is unpleasant, and I know that you share this attitude. Only by openly airing major problems in the community can we begin to work toward their solutions.

I hope very much that this clarifies this matter for you. Please be assured that I would welcome the opportunity to work with you and the Human Rights Commission to solve the problems inhibiting the economic

development of the Hunter's Point community. Again, Rev. Bartlett, my sincere thanks for allowing me the opportunity of clarifying my statements.

Best Regards,

Lex J. Byers, Manager
Economic Development Department

LJB/kt

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